Human Resources Management, MS

The human resources management program in the College of Professional Studies is designed to prepare students to make the connection between an organization's strategy and its people and other key stakeholders. The program focuses on vital human resource competencies and analytical skills —with an emphasis on experiential learning—required for students to serve as strategic business partners in their organizations. Students also have the opportunity to tailor their studies to support their specific career objectives.

Program Requirements

Complete all courses and requirements listed below unless otherwise indicated.

Required Courses

Code	Title	Hours
Based on your experience, complete one of the two options below:		
Two or more years of human resources experience:		*6*
HRM 6025	Workforce Analytics	
HRM 6042	Strategic Workforce Planning	
Fewer than two years of experience:		*9*
HRM 6015	Introduction to Human Resources Management	
HRM 6025	Workforce Analytics	
HRM 6042	Strategic Workforce Planning	
Core Electives		
Complete four of the following:		12
HRM 6005	Creating a High-Performance Organization: Strategic Organizational and HRM Choices	
HRM 6010	Compensation and Benefits	
HRM 6020	Talent Acquisition and Onboarding	
HRM 6030	The Employment Contract	
HRM 6035	Digital Human Resources Platforms	
HRM 6047	Managing the Employee Life Cycle	
HRM 6050	Employee Engagement	
HRM 6060	Organizational Design	
HRM 6070	Global Human Resources Management	

The remaining quarter hours may be completed by: 1) combination of completing a concentrations and additional electives or 2) selecting any courses in the concentrations and elective lists.

Concentrations

Complete one of the following concentrations:

- Artificial Intelligence for Human Resources (p. 2)
- Digital Human Resources (p. 2)
- Global Talent Management (p. 2)
- Leadership (p. 3)
- Organizational Communication (p.   )
- Project Management (p. 3)

Capstone

Code	Title	Hours
HRM 6940	Projects for Professionals	4

Electives

Code	Title	Hours
ALY 6010	Probability Theory and Introductory Statistics	
ALY 6070	Communication and Visualization for Data Analytics	
CMN 6025	Digital Era Skills: Platforms, Tools, and Techniques	
CMN 6050	Crisis Communication	

CMN 6060	Negotiation, Mediation, and Facilitation	
CMN 6096	Cultural Communications Lab	
CMN 6110	Group Dynamics and Interpersonal Conflict: Meeting Management	
COP 6940	Personal and Career Development	
LDR 6101	Leadership Challenge Lab	

Program Credit/GPA Requirements

45 total quarter hours required
Minimum 3.000 GPA required

ARTIFICIAL INTELLIGENCE FOR HUMAN RESOURCES

Code	Title	Hours
Required Courses		
EAI 6070	Human Resources Information Processing	3
EAI 6080	Advanced Analytical Utilization	3
EAI 6120	AI Communication and Visualization	3
Electives		
Complete two of the following:		6
ALY 6010	Probability Theory and Introductory Statistics	
ALY 6040	Data Mining Applications	
ALY 6060	Decision Support and Business Intelligence	
ALY 6110	Data Management and Big Data	

DIGITAL HUMAN RESOURCES

Code	Title	Hours
Required Course		
HRM 6035	Digital Human Resources Platforms	3
Electives		
Choose from the following:		13
ALY 6000	Introduction to Analytics	
ALY 6010	Probability Theory and Introductory Statistics	
ALY 6060	Decision Support and Business Intelligence	
ALY 6070	Communication and Visualization for Data Analytics	
ALY 6110	Data Management and Big Data	
CMN 6045	Leveraging Digital Technologies: Strategy, Assessment, and Governance	
CMN 6065	Implementation and Management of Social Media Channels and Online Communities	
CMN 6096	Cultural Communications Lab	
PBR 6001	Communications Technology Lab	

GLOBAL TALENT MANAGEMENT

Code	Title	Hours
Required Course		
HRM 6070	Global Human Resources Management	3
Electives		
Choose from the following:		12
CMN 6085	Strategies for Cross-Cultural Facilitation and Negotiation	
CMN 6095	Foundations of Developing Cultural Awareness	
CMN 6096	Cultural Communications Lab	
GST 6101	Global Literacy, Culture, and Community	
HRM 6072	Global and Comparative Employment/Employee Relations	
HRM 6074	Global Talent Acquisition and Mobility	
HRM 6076	International Compensation	
LDR 6145	Developing Sustainable Global Leadership	

LEADERSHIP

Code	Title	Hours
Required Courses		
LDR 6100	Developing Your Leadership Capability	3
LDR 6110	Leading Teams Strategically in a Global Environment	3
LDR 6120	Developing Organizational Success through Leadership Development	3
LDR 6135	Ethical Leadership	3
Electives		
Complete two of the following:		6
LDR 6115	Developing Strategic and Authentic Leadership Communication	
LDR 6140	Leadership Strategy, Design, and Practice	
LDR 6145	Developing Sustainable Global Leadership	
LDR 6150	Innovation and Organizational Transformation	
CMN 6095	Foundations of Developing Cultural Awareness	
HRM 6050	Employee Engagement	

ORGANIZATIONAL COMMUNICATION

Code	Title	Hours
Required Courses		
CMN 6010	Strategic Communication Management	3
CMN 6020	Ethical Issues in Organizational Communication	3
CMN 6910	Organizational Communication Assessment	3
Electives		
Choose from the following:		7
CMN 6080	Intercultural Communication	
CMN 6090	Organizational Culture, Climate, and Communication	
CMN 6096	Cultural Communications Lab	
CMN 6100	Communication Networks and Managing Information	
PBR 6001	Communications Technology Lab	

PROJECT MANAGEMENT

Code	Title	Hours
Required Courses		
PJM 5900	Foundations of Project Management [1]	4
PJM 6005	Project Scope Management	3
PJM 6015	Project Risk Management	3
PJM 6025	Project Scheduling and Cost Planning	3
Electives		
Choose from the following:		5-9
PJM 6125	Project Evaluation and Assessment	
PJM 6135	Project Quality Management	
PJM 6140	Managing Troubled Projects	
PJM 6210	Communication Skills for Project Managers	
PJM 6710	Introduction to Program and Portfolio Management	
PJM 6810	Principles of Agile Project Management	

[1]

This course is required for students who do not have at least two years of professional experience working on projects. This course is only intended for those who are not familiar with professional project work. Students with two years or more of professional project experience complete an additional concentration elective in lieu of Foundations of Project Management (PJM 5900).