

Human Resources Management, MS (Online)

The Master of Science in 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 key stakeholders. The program focuses on vital human resource competencies and analytical skills—emphasizing 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
HRM 6100	Human Resource Management	3
HRM 6150	Strategic Workforce Planning	3
HRM 6200	Human Resources Technology	3
HRM 6250	Workforce Analytics	3
HRM 6300	Growing Global Teams	3

Restrictive Electives

Complete two of the following:		4
HRM 6400	Employee Engagement and Performance Management	
HRM 6410	Human Resources Technology Lab	
HRM 6420	Global Workforce Dynamics	

Capstone

HRM 6980	Capstone (Projects for Professionals)	3
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Concentration or Electives Option

A concentration is not required. Students may complete the electives option in lieu of a concentration.

- Applied Logistics (p. 1)
- Global Talent Management (p. 1)
- Nonprofit Management (p. 2)
- Organizational Communication (p. 2)
- Organizational Leadership (p. 2)
- Project Management (p. 2)
- Electives Option (p. 2)

Program Credit/GPA Requirements

34 total semester hours required

Minimum 3.000 GPA required

CONCENTRATION IN APPLIED LOGISTICS

Code	Title	Hours
APL 6000	Foundations of Applied Logistics	3
APL 6110	Capacity Planning and Demand Management	3
APL 6120	Warehouse and Inventory Management Systems	3
APL 6130	Freight Management	3

CONCENTRATION IN GLOBAL TALENT MANAGEMENT

Code	Title	Hours
HRM 6610	Organizational Design	3
HRM 6650	Compensation and Benefits	3
HRM 6700	The Employment Contract	3
HRM 6750	Talent Acquisition and Onboarding	3

CONCENTRATION IN NONPROFIT MANAGEMENT

Code	Title	Hours
NPM 6100	Strategic Management and Leadership for Nonprofit Organizations	3
NPM 6120	Financial Management and Reporting for Nonprofit Organizations	3
NPM 6130	Marketing and Fundraising for Nonprofit Organizations	3
NPM 6150	Human Resources Management in Nonprofit Organizations	3

CONCENTRATION IN ORGANIZATIONAL COMMUNICATION

Code	Title	Hours
CMN 6150	Communication Research and Strategy	3
CMN 6230	Content Creation and Delivery	3
CMN 6300	Organizational Culture, Climate, and Communication	3
Complete 3 semester hours from the following:		3
CMN 6250	Organizational Communication Assessment	
CMN 6610	Foundations and Development of Cultural Communications	
PBR 6725	Crisis Communication	

CONCENTRATION IN ORGANIZATIONAL LEADERSHIP

Code	Title	Hours
LDR 6105	Developing 21st-Century Leadership Capability	3
LDR 6155	Leadership Lab: Challenge for Leaders	3
Complete 6 semester hours from the following:		6
LDR 6200	The Language of Leadership	
LDR 6250	Driving Organizational Success Through Leadership Development	
LDR 6300	Ethical Leadership	
LDR 6406	Leading Teams Strategically in a Global Environment	
LDR 6416	Leading Strategic Development and Implementation	
LDR 6426	Developing Sustainable Global Leadership	
LDR 6436	Innovation and Organizational Transformation	

CONCENTRATION IN PROJECT MANAGEMENT

Code	Title	Hours
PJM 6100	Foundations of Project Management	3
PJM 6120	Project Scope, Schedule and Cost Planning	3
PJM 6200	Project Risk Management	3
PJM 6300	Project Quality Management	3

¹ Foundations of Project Management (PJM 6100) is for students with fewer than three years of experience directing or leading project tasks. Students who do not complete PJM 6100 may substitute project management electives to satisfy the required program hours.

ELECTIVES OPTION

Code	Title	Hours
Complete the following to meet program requirements:		12
Any College of Professional Studies graduate-level courses or unused courses in the program or a combination of both in lieu of a concentration.		