

# Human Resources Management, MS (Boston)

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                        |  |    |
| HRM 6060                        | Organizational Design  |    |
| HRM 6070                        | Global Human Resources Management  |    |

## Capstone

| Code     | Title                      | Hours |
|----------|----------------------------|-------|
| HRM 6940 | Projects for Professionals | 4     |

## Concentration or Electives

In addition to the core requirements, students may complete either a combination of a concentration and additional electives or selecting any courses in the concentrations and elective lists.

### CONCENTRATIONS

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

### 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 |   |
| 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 |
|--------------------------------|--|-------|
| <b>Required Courses</b>        |  |       |
| EAI 6070                       | Human Resources Information Processing         | 3     |
| EAI 6080                       | Advanced Analytical Utilization                | 3     |
| EAI 6120                       | AI Communication and Visualization             | 3     |
| <b>Electives</b>               |  |       |
| 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 |
|----------------------------|---|-------|
| <b>Required Course</b>     |   |       |
| HRM 6035                   | Digital Human Resources Platforms   | 3     |
| <b>Electives</b>           |   |       |
| 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 |
|----------------------------|--|-------|
| <b>Required Course</b>     |  |       |
| HRM 6070                   | Global Human Resources Management                          | 3     |
| <b>Electives</b>           |  |       |
| 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                     |       |
| LDR 6145                   | Developing Sustainable Global Leadership                   |       |
| PJM 6145                   | Global Project Management                                  |       |

**LEADERSHIP**

| Code                           | Title  | Hours |
|--------------------------------|--|-------|
| <b>Required Courses</b>        |  |       |
| 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     |
| <b>Electives</b>               |  |       |
| Complete two of the following: |  | 6     |
| CMN 6095                       | Foundations of Developing Cultural Awareness                     |       |
| HRM 6050                       |  |       |
| 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                     |       |

**ORGANIZATIONAL COMMUNICATION**

| Code                       | Title  | Hours |
|----------------------------|--|-------|
| <b>Required Courses</b>    |  |       |
| CMN 6010                   | Strategic Communication Management                 | 3     |
| CMN 6020                   | Ethical Issues in Organizational Communication     | 3     |
| CMN 6910                   | Organizational Communication Assessment            | 3     |
| <b>Electives</b>           |  |       |
| 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 |
|----------------------------|--|-------|
| <b>Required Courses</b>    |  |       |
| PJM 5900                   | Foundations of Project Management <sup>1</sup>   | 4     |
| PJM 6005                   | Project Scope Management                         | 3     |
| PJM 6015                   | Project Risk Management                          | 3     |
| PJM 6025                   | Project Scheduling and Cost Planning             | 3     |
| <b>Electives</b>           |  |       |
| Choose from the following: |  | 3     |
| INT 6940                   | Experiential Learning Projects for Professionals |       |
| INT 6943                   | Integrative Experiential Learning                |       |
| PJM 6075                   | Project Finance                                  |       |
| PJM 6125                   | Project Evaluation and Assessment                |       |
| PJM 6140                   | Managing Troubled Projects                       |       |
| PJM 6145                   | Global Project Management                        |       |
| PJM 6175                   | Project Resource Management                      |       |
| PJM 6180                   | Project Stakeholder Management                   |       |
| PJM 6205                   | Leading and Managing Technical Projects          |       |
| PJM 6210                   | Communication Skills for Project Managers        |       |
| PJM 6215                   | Leading Remote Project Teams                     |       |
| PJM 6710                   | Introduction to Program and Portfolio Management |       |
| PJM 6983                   | Special Topics                                   |       |

<sup>1</sup> Foundations of Project Management (PJM 5900) is for students with fewer than three years of experience directing or leading project tasks. Students who do not complete PJM 5900 may substitute project management electives to satisfy the required program hours.