Human Resources Management

Degree Type
Master of Science (MS)

Admission Requirements

Admissions criteria for the Master of Science in Human Resources Management (MSHRM)

Graduate Admissions - Masters level

Prospective students are required to submit the following:

- Completion of application for admission
- Official transcripts for bachelor or graduate degree within 5 weeks of the class start date (refer to Conditional Acceptance). (All credentials earned outside the United States must be evaluated by a NACES or AICE-member credential evaluation service). Please speak with an admissions representative for more information.

Note: See program notes and specific requirements below for each graduate - masters level degree program

Specific requirements for admission to classified graduate status are:

- A bachelor's degree from an accredited college or university.
- Completion of application for admission.
- A 2.7 overall grade point average or higher on completed requirements for the baccalaureate degree, or an earned graduate degree from an accredited institution with a CGPA of 3.0 or higher.

Provisional Admission**:**

Applicants with an undergraduate degree CGPA of less than a 2.7, but not lower than a 2.3, or a graduate degree CGPA of less than 3.0, but not lower than a 2.7, will be considered for provisional admission. Students who do not attain a 3.0 GPA in the first quarter will be dismissed. Students cannot appeal the dismissal from the university as a result of failure to meet the conditions of provisional admission.

For additional admissions information please see the admissions section here.

Program Overview and Outcomes

Offered at Austin, Online Programs, and Tampa.

Note: Not all Online Program offerings are available to residents of all U.S. states. Please contact an admissions representative for further information.

The Masters of Science in Human Resource Management (HRM) degree program explores the multiple roles of HR practitioners, as well as the concepts, strategies and structures that impact and constraint organizations and its stakeholders. The graduate program examines the functional areas of HRM, employment and labor laws, generally accepted business practices, ethical principles, HR metrics and measurement and change management using consultative approaches through effective organizational leadership. Emphasis is placed on managing human capital and applying best-practice tools to meet organizational mission, goals and objectives. The program is

identified as being aligned with the Society for Human Resource Management recommended minimum standards for degree-based coursework in human resources and integrates the Human Resources Competency Model components.

Program Student Learning Outcomes

Graduates will be able to:

1. Evaluate strategic HRM practices and procedures in a systematic manner, including employee and labor relations, workplace safety, health and security, and global programs in terms of human and financial impact (direct and indirect) on the organization and in consideration of the local, national and global environment.
2. Apply ethical principles, generally accepted business practices, and employment and labor laws with stakeholders in the decision- making process about HR policies, practices, or initiatives.
3. Demonstrate the contribution of human resource planning, management and diversity initiatives to organizational stakeholders using generally accepted HR metrics and measurements.
4. Define staffing (recruitment and selection), training and development, retention and performance management concepts, processes and policies as part of an integrated whole, and not as an isolated functional area of HRM to develop programs that meet broader organizational needs and enable the organization to maintain a competitive advantage.
5. Develop classification, compensation, and benefits both direct and indirect that meet the strategies and constraints of the organization and its environments.
6. Analyze organizational development and change management principles using consultative approaches to realize the Human Resources vision through effective organizational leadership.

Master of Science in Human Resources Management: 48 Credits

Course Code	Title	Credits
HRM5000	Strategic Human Resource Management	4.0
HRM5010	Human Resource Planning	4.0
HRM5020	Labor Laws and Ethical Standards	4.0
HRM5030	Organizational Staffing	4.0
HRM5040	Classification, Compensation, and Benefits	4.0
HRM5050	Performance Management	4.0
HRM5060	Training and Development	4.0
HRM5070	Labor Unions, Workplace Safety, and Security	4.0
HRM6000	International Human Resources Management	4.0
HRM6010	Metrics and Measurement of Human Resources Management	4.0
HRM6999	Capstone in Human Resources Management	4.0

Elective (Choose one course from the following):

Course Code	Title	Credits
HRM5090	Internal Consulting	4.0
HRM5080	Internship in Human Resources Management	4.0
	Total Credits	**48**