

# Management - Human Resource Management, MS

For additional information about graduate programs within the College of Business, please contact graduate advisor Jennifer Pettitt at GradBiz@uah.edu ( gradbiz@uah.edu). Information about the application process may be found in the Graduate Studies section of the catalog.

## Purpose

The Master of Science in Management – Human Resource Management (MSM-HRM) program is designed as a specialized management graduate degree to serve working professionals who are interested in developing and/or enhancing their knowledge and skills in Management with a specific focus on Human Resources.

The purpose of this program is to prepare individuals to be professionals in human resource management (HRM). This curriculum provides a generalist program of study. Specifically, the program addresses and HRM theories and methods - including organizational behavior, employment law, employee staffing and development, strategic compensation management, and strategic human resource management. The program content also gives students the general business tools that HRM professionals need to align HRM practices with the broader strategic orientation of the organization. Although the MSM-HRM program prepares students for an HRM career in any industry, there is a focus on the unique human resource challenges encountered in a technological environment. Students will gain valuable experience in the field of HRM by completing a practicum prior to graduation.

The MSM-HRM program is designed to meet the highest standards of curriculum quality, faculty excellence, and program relevance in accordance with the College of Business' accreditation by AACSB International-The Association to Advance Collegiate Schools of Business.

## Degree Requirements

The MSM-HRM program consists of 30 semester hours of graduate coursework. The coursework includes a five-course management core, nine credit hours of Human Resource Management courses, and six credit hours of electives.

MGT 694, Human Resource Management Practicum, is the capstone course and should be taken toward the end of the student's program. A student must earn a grade of B or better in MGT 694.

<b>Business Core</b>		15
ACC 600	FOUNDATIONS ACC MANAGERS & ENG	3
ECN 600	FOUNDATIONS OF ECONOMICS	3
MGT 600	ORGAN THRY, BEHAV & ENVIRONMEN	3
MGT 631	HRM & ORGANIZATIONAL BEHAVIOR	3
MGT 694	MANAGEMENT PRACTICUM	3
<b>HRM Concentration Core</b>		9
MGT 560	EMPLOYEE STAFFING & DEVELOP	3
MGT 561	STRATEGIC COMPENSATION MGMT	3
MGT 562	EMPLOYMENT LAW FOR MANAGERS	3
<b>HRM Program Electives (select 2)</b>		6
MGT 508	TEAMWORK & TEAM PROCESSES	
MGT 629	LEADERSHIP: THRY & PRACTICE	
CM 551	ORGANIZATIONAL TRAIN & DEVELOP	
PY 502	INDUSTRIAL & ORGANIZA PSY	
PY 624	HUMAN FACTORS IN SYSTEM DESIGN	

## Additional Information

### Thesis Option

A thesis option is available. Students interested in this option should contact the both the faculty member who the student wants to serve as the thesis advisor and the Director of Graduate Programs in the College of Business before completing 12 hours of graduate study. If selected, the student will register for the MGT 699 Master's Thesis course for 6 credit hours in lieu of 6 credit hours of electives.

### Transfer Credit

Up to 12 semester hours of graduate credit taken at other universities may be transferred to meet MSM-HRM degree requirements. Inquiries about the transferability of specific courses should be directed to the College of Business Director of Graduate Programs, who will consult with the Management faculty to determine whether the content of the class will be accepted for transfer credit.