

Program/Degree: Master of Science in Human Resource Management

Division: Management, Marketing, and Entrepreneurship

Revision Date: 9/23/20

Coordinator: Stephen Wagner

Mission: We offer an accessible, high quality education to a diverse student body primarily from the Chicago area, actively engage in research, and provide service to the community. We empower our students with the knowledge, skills and ethical perspectives needed to succeed in a technologically sophisticated global society.

Program Learning Goals and Objectives:

	Program Learning Goals	Program Learning Objectives
GMSHRM1	Have a well-integrated knowledge of the functional areas of human resource management	Integrate functional knowledge to solve complex human resource management problems.
GMSHRM2	Be effective at team leadership in a business context	Enact behaviors that manage team conflict, solve problems collaboratively, and set effective goals and manage team performance.
GMSHRM3	Have technology skills to support human resource management analysis	Solve specific human resource problems using statistical software to analyze a large dataset.
GMSHRM4	Be skilled at human resource management analysis to solve problems	Solve specific problems using qualitative data analysis in human resource management case scenario.
GMSHRM5	Be effective communicators in facilitating organizational decision-making processes	Deliver a presentation about integrating organizational needs in multiple HR function.
GMSHRM6	Be skilled at ethical analyses in business contexts	Formulate a response to an ethical dilemma within a case scenario in a manner that recognizes ethical

		issues, applies different ethical perspectives and concepts, and evaluates different ethical perspectives and concepts in business.
GMSHRM7	Be able to apply knowledge and skills to generate solutions to address complex global business challenges	Formulate a response to a multi-national case scenario in a manner that recognizes cultural and statutory differences between different countries.

Core Courses:

- MGMT 7300 Human Resource Management Strategies (3)
- MGMT 7310 Strategic Organizational Staffing (3)
- MGMT 7320 Strategic Human Resources Development (3)
- MGMT 7330 Human Resource Analytics and Performance Management (3)
- MGMT 7340 Strategic Human Resource Compensation (3)
- MGMT 7500 Organizational Behavior in a Global Context (3)
- MGMT 8300 Labor Management Relations (3)
- MGMT 8500 Leadership Dynamics (3)
- MGMT 8910 Integrative Human Resource Management Strategies (3)

Selective Courses:

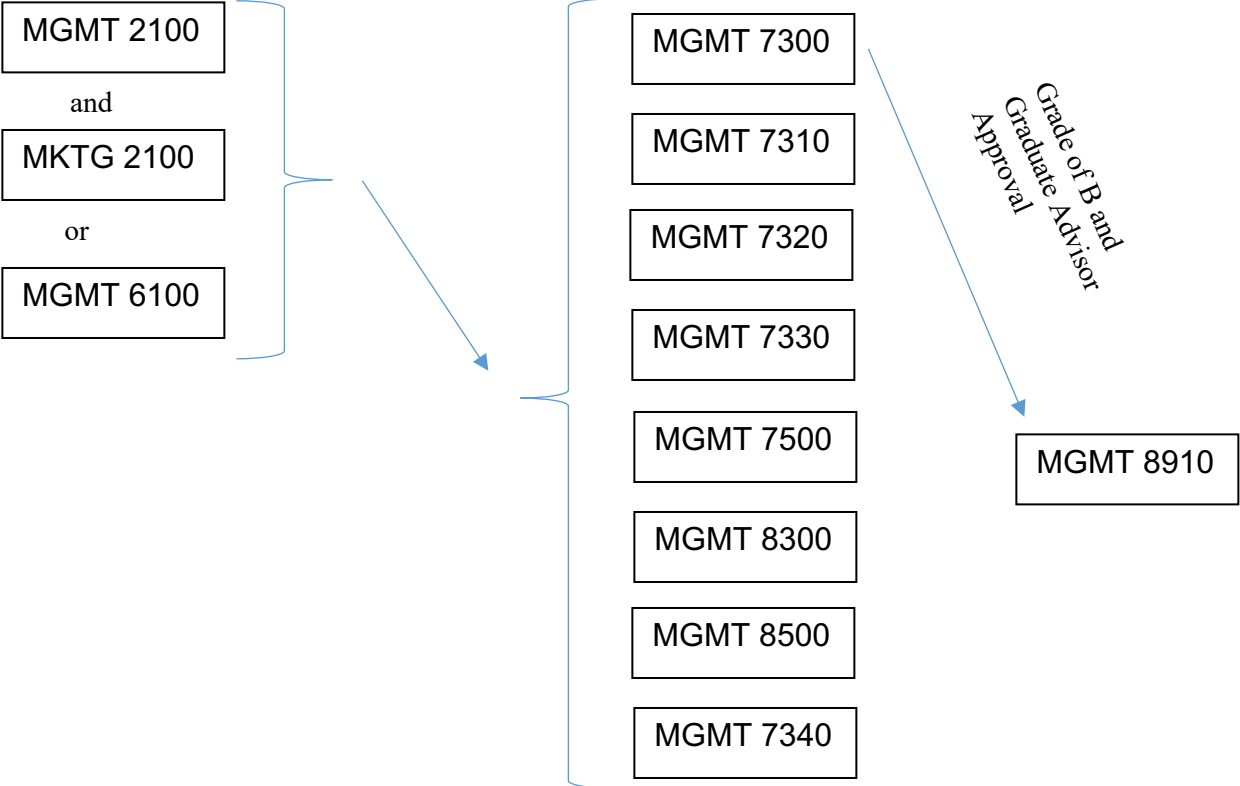
- MGMT 7200 Problem in Business Ethics (3)
- MGMT 7400 Operations Management: Strategies and Techniques (3)
- MGMT 7600 International Business (3)
- MGMT 8880 Internship (3)
- FIN 7101 Financial Management (3)
- MKTG 7100 Strategic Marketing (3)
- MIS 7101 Information Systems and Technology (3)

Foundation Courses:

- MGMT 6100 Foundations of Management and Marketing
or
- MGMT 2100 Principles of Business Management
and
- MKTG 2100 Introduction of Marketing Management

Program Map:

**MS in Human Resource Management
Required Course Prerequisite Chart**



Curriculum Map:

	MSHRM 1 Functional knowledge	MSHR M 2 Leaders hip	MSHR M 3 Tech	MSHR M 4 Problem Solving	MSHR M 5 Commu nication	MSHRM 6 Ethics	MSHR M 7 Global
MGMT 7300 Human Resource Management Strategies	I	I	I	I	I	I	I
MGMT 7310 Strategic Organizational Staffing	R		R	R	R	R	R
MGMT 7320 Strategic Human Resource Development	R		R	R	R	R	R
MGMT 7330 Human Resource Analytics & Performance Management	R		R	R	R	R	
MGMT 7340 Strategic Human Resource Compensation	R		R	R	R	R	R
MGMT 7500 Organizational Behavior in a Global Context		R	R	R	R	R	R
MGMT 8300 Labor Management Relations	R		R	R	R	R	
MGMT 8500 Leadership Dynamics		M		R	R	R	R
MGMT 8910 Integrative Human Resource Management Strategies	M	M	M	M	M	M	R

I-Introduced; R-Reinforced; M-Mastered

Introduced – Course introduces the concept for a program learning goal

Reinforced – Course reinforces or contributes to opportunities for achieving a program learning goal

Mastered – Course emphasizes a program learning goal and promotes a level of mastery

[Modified definition from University of Rhode Island]

<https://web.uri.edu/assessment/files/WorkshopIICurriculumMappingWEBSITE.pdf>

Interventions Adopted:

TBD

Master Course/Program Schedule:

Master Course/Program Schedule:

Prefix	Num	Course Title	Fall	Spring	Summer	
MGMT	7300	Human Resource Management Strategies	E2, L/D, O, H			E1 - Early Evening (4:30-7:30 PM)
MGMT	7310	Strategic Organizational Staffing		E2, L/D, O, H		E2 - Late Evening (7:30-10:20 PM)
MGMT	7320	Strategic Human Resource Development	E2, L/D, O, H			L/D – Lecture/ Discussion
MGMT	7330	Human Resource Analytics & Performance Management	E2, L/D, O, H			O - Online
MGMT	7340	Strategic Human Resource Compensation		E2, L/D, O, H		H- Hybrid
MGMT	7500	Organizational Behavior in a Global Context	E2, L/D, O, H	E2, L/D, O, H		
MGMT	8300	Labor Management Relations	E2, L/D, O, H			
MGMT	8500	Leadership Dynamics		E2, L/D, O, H		
MGMT	8910	Integrative Human Resource Management Strategies		E2, L/D, O, H		