MASTER OF SCIENCE IN HUMAN RESOURCES

A 30-credit degree

Foundation Courses
(2 credits)

- ECON 6000*
  Economics Foundations
  (2 credits)

*Waived if student has an undergrad Micro Economics course.

Required Core
(9 credits)

- HURE 6500*
  Human Resource Statistics and Research Design
  3 credits

- HURE 6530
  Staffing Work Organizations
  3 credits

- HURE 6590
  Strategic Human Resource Management
  3 credits

Ethics Core
Choose one (3 credits)

- HURE 5003
  Employment Law
  3 credits

- HURE 6170
  Ethical Issues, Regulatory Environment and Human Resource Management
  3 credits

- HURE 6535
  Diversity in Organizations
  3 credits

Human Resources Core
Choose three (9 credits)

- HURE 5003
  Employment Law
  3 credits

- HURE 6170
  Strategic Compensation
  3 credits

- HURE 6510
  Training and Development
  3 credits

- MANA 6100
  Organizational Behavior
  3 credits

Supporting Electives
(9 credits)

Areas of study include: human resources, business (MBA courses), international business and social sciences.

- Elective
  3 credits

- Elective
  3 credits

- Elective
  3 credits

Supporting Electives (9 credits) include:

- HURE 5003
  Employment Law
- HURE 5005
  Employee Benefit Systems
- HURE 5020
  Labor Relations & Collective Bargaining
- HURE 5140/6140
  International HR Management
- HURE 6125
  Negotiations
- HURE 6170
  Ethical Issues, Regulatory Environment & HR Management
- HURE 6510
  Strategic Compensation
- FINA 6100
  Financial Management
- BUAD Skills Course(s)
  Multiple choices
  (1 credit each; maximum of 3)
- INBU 5951/6951*
  International Study in Business
  Structured Travel & Study Programs; countries vary-
  previous trips:
  - Belgium
  - China
  - Czech Republic
  - India
- COMM 6400
  Intercultural Communication
- COUN 6000
  Introduction to Counseling
- COUN 6080
  Career Development
- EDPL 6440
  Foundations of Curriculum Planning
- EDPL 6450
  Theories of Learning Applied to Instruction

All courses are 3 credits each unless otherwise noted.

February 2013
Today more than ever, companies worldwide are struggling to attract and retain the talent necessary to attain organization goals. Human resource executives and Master of Science in Human Resources (MSHR) alumni provided extensive assistance in the revision of the MSHR program in order to provide a better educational foundation for those who are pursuing or plan to pursue a career in human resources.

The Master of Science in Human Resources program enables skill and knowledge development in: compensation and reward systems; employment and labor law; labor relations; training and development; staffing; benefit administration; work force diversity; and human resource strategy.

As human resource work experience enhances academics, so does academics enhance work experience. Many MSHR students are employed full-time and attend school part-time. Full-time study is available on our part-time model. You have the option of attending classes multiple evenings if you wish to pursue full-time studies. Many full-time students have part-time HR jobs.

Recent graduates have taken positions with diverse employers – including GE Healthcare, Harley-Davidson, Kohler Co., and Manpower Inc. – in positions covering the spectrum of human resources, including recruiting; training and development; compensation; employee benefits; employee relations and labor relations. Many graduates have also opted to join smaller organizations, applying skills to a range of responsibilities.

Core Coursework. The program is centered on core Human Resources (HR) coursework which addresses key areas of HR knowledge. Special emphasis is placed on measurement of human resource outcomes and contributions to organization goals plus the design of human resource systems that facilitate successful implementation of business strategy. The core also includes social responsibility and ethical issues, employment law, strategic compensation, strategic staffing, talent management and management of organizational change.

Supporting Electives. This part of the program is intended to provide MSHR students with five options. Students can choose to take classes within each option or they can choose option five which allows them to take course across the four areas. Students do not have to declare their choice and the options don’t represent a specialization in the area. The Human Resource courses provide the opportunity to take HR coursework beyond the core which builds depth of HR knowledge. The Business courses enable students without undergraduate coursework in business to enroll in MBA courses which address the different functional areas of business. To be invited to the executive table, HR professionals need to understand business. The International Business courses are designed to provide the foundation for those MSHR students who plan to pursue a career in international human resources with a multinational organization. Because international students are well represented among those enrolled in the MSHR program, domestic MSHR students have the opportunity, while completing their studies, to lay the foundation for their network of international HR contacts. Social Science courses are intended for those MSHR students who have a solid foundation in business and wish to expand their knowledge of relevant social science. The fifth and most popular option is for MSHR students to take courses across the supporting elective areas. This option allows students to diversify their studies and maximize their choices.

For more information, contact:
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