Human Resources Management

Human resources managers are an integral part of the leadership team charged with directing complex organizations and a diverse workforce. Managing people and organizations requires both functional skills in human resources as well as expertise in strategic planning and organizational development. The Master of Arts in Human Resources Management prepares individuals in a variety of employment settings to join other organizational leaders at the table of decision makers.

The Master of Arts in Human Resources Management provides the student with skills and information in key operational areas such as human relations and communications, compensation and benefits, training and development, employee and labor relations, and staffing and retention. Additionally, the program teaches professionals how to contribute to organizational development, change, risk management and strategic planning.

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Degree Requirements

Master of Arts in Human Resources Management

The Master of Arts in Human Resources Management consists of 36 units of graduate course work.

Required courses (21 units):

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<tr>
<th>Code</th>
<th>Title</th>
<th>Units</th>
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<tbody>
<tr>
<td>HRM 520</td>
<td>Organizational Behavior and Management</td>
<td>3</td>
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<tr>
<td>HRM 531</td>
<td>Human Resource Management</td>
<td>3</td>
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<tr>
<td>HRM 543</td>
<td>Compensation Management</td>
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<td>HRM 558</td>
<td>HR Metrics</td>
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<td>HRM 559</td>
<td>Strategy Formation and Organizational Effectiveness</td>
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<td>HRM 571</td>
<td>Legal Aspects in Human Resources</td>
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<tr>
<td>HRM 514</td>
<td>Integrative Capstone Project for Human Resources</td>
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In addition, students are required to take a minimum of 15 units of elective courses from the following list:

Elective courses (15 units):

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<tr>
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<th>Units</th>
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<tbody>
<tr>
<td>HRM 435</td>
<td>Individual and Organizational Introspection</td>
<td>3</td>
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<tr>
<td>HRM 504</td>
<td>Consulting Skills for HR and OD Professionals</td>
<td>3</td>
</tr>
<tr>
<td>HRM 513</td>
<td>Executive Coaching</td>
<td>3</td>
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<tr>
<td>HRM 523</td>
<td>Organizational Communication</td>
<td>3</td>
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<td>HRM 530</td>
<td>Organizational Development</td>
<td>3</td>
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<tr>
<td>HRM 544</td>
<td>Diversity and Inclusion in the Workplace</td>
<td>3</td>
</tr>
<tr>
<td>HRM 5461</td>
<td>Managing Dispersed and Global Teams</td>
<td>1.5</td>
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<tr>
<td>HRM 565</td>
<td>Building High-Performance, Team-Based Organizations</td>
<td>3</td>
</tr>
<tr>
<td>HRM 582</td>
<td>Principles of Finance</td>
<td>3</td>
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Courses

Visit online course listings to view semester offerings for U87 HRM (https://courses.wustl.edu/CourseInfo.aspx?sch=U&dept=U87&crslvl=5:8).

U87 HRM 500 Independent Study
Credit variable, maximum 3 units.

U87 HRM 502 SHRM Learning System
This course prepares participants to successfully complete the certification examination for the PHR and the SPHR, which are the standards in the human resources management field. The course covers six major areas that comprise the body of knowledge defined as central to the profession and, accordingly, the information required for certification. These areas, which correspond to the course modules, include Business Management and Strategy, Workforce Planning and Employment, Human Resource Development, Compensation and Benefits, Employee and Labor Relations, and Risk Assessment.
Same as U87 HRM 402
Credit 3 units. UColl: HRP

U87 HRM 506 21st-Century Perspectives on Organization and Human Resources
This course explores the attraction, retention, and development of human resources from several broad perspectives, including psychology, sociology, political science, law, philosophy, history, economics, and business. The objective is to expand the student's understanding of the relationship between the organization and the individuals employed in it. Prerequisites: U87-520 and/or permission of the program coordinator.
Credit 3 units.

U87 HRM 508 Legal Issues in the Workplace
This course complements the Employment Law course that focuses on Title VII of the Civil Rights Act. The course provides the layman with an introduction to the case law surrounding five issues that are frequently encountered in the workplace.
The goal is to sensitive the student to the issues, provide interventions to prevent the problem from arising, and offer appropriate legal actions when violations have occurred. Topics include workplace violence; intellectual property and trade secrets; information technology and domestic terrorism; tort liability; and respondent superior.
Credit 1.5 units.

**U87 HRM 513 Executive Coaching**
Executive coaching is an effective leadership development tool focused on high potential middle- to upper-level managers. It is a collaborative partnership between the executive, the sponsoring organization, and a professional coach designed to facilitate and hasten the executive’s learning and achieve identified business results. This course will compare and contrast executive coaching to other types of remedial and personal coaching and mentoring relationships; review the grounding principles that form the foundation of an executive coaching partnership; outline the steps in the coaching process; and review the expectations and guidelines for each member of the executive coaching team — executive, organization, coach.
Credit 3 units. UColl: HRO, OLH

**U87 HRM 514 Integrative Capstone Project for Human Resources**
The overall objective of this capstone course is for master's students in Human Resources Management to integrate the program course work through a substantial, independent applied project conducted in a host organization. Students will demonstrate their professionalism through a written and oral presentation of their materials. Students should be in their final semester of study or have permission of the program coordinator.
Credit 3 units. UColl: OLH

**U87 HRM 519 Project Management Mastery in HR**
In business today, managing small projects to large, multimillion dollar projects is a critical component of every organization. Projects evolve organizations so that they are able to compete and meet their future business goals. Project management skills are imperative in the business world, and they are skills that can be developed. This course will combine theory and application to grow and enhance skills as it relates to project and change management. Valuable frameworks, tools, and methodologies will be covered in detail so that students can utilize these approaches immediately.
Credit 3 units. UColl: HRO

**U87 HRM 520 Organizational Behavior and Management**
This is a survey course focusing on the individual, group, organizational and environmental factors relevant to understanding and managing behavior in complex organizations. It considers behavior from structural, human resources, political, and symbolic perspectives.
Credit 3 units. UColl: OLH, OLI

**U87 HRM 523 Organizational Communication**
This course identifies the major theories and methods of communication at the individual, group, and organizational levels. Particular attention is devoted to the role of communication in achieving long-term organizational effectiveness. Strategy and tactics relevant to interpersonal communication, negotiation, and consensus building are also analyzed.
Credit 3 units. UColl: HRO

**U87 HRM 530 Organizational Development**
This course is designed to assist students in developing a framework for: 1) assessing the current condition of an organization, 2) developing an intervention strategy for changing the organization, and 3) executing the planned change in a manner that promotes effective organizational change and development. Within this context, substantial attention will be devoted to the developing the analytical, conceptual, and interpersonal skills required of effective change agents.
Credit 3 units. UColl: HRO

**U87 HRM 531 Human Resources Management**
This online hybrid course develops a comprehensive understanding of the human resources function in an organization. Particular attention is given to selection, performance management, training, wage and salary administration, career development, human resource planning, and the federal regulations impacting on the function.
Credit 3 units. UColl: HRP, OLI

**U87 HRM 543 Compensation Management**
The methods of rewards for employee availability, capability, and performance. Topics include measures of performance and employment market issues; skill-building and design of compensation packages of money and benefits to improve employees’ work quality and productivity.
Credit 3 units. UColl: HRP, OLI

**U87 HRM 5461 Managing Dispersed and Global Teams**
This course focuses on understanding the social, political, and legal aspects of managing human capital in a global environment. The primary objective is to understand how effective management contributes to the overall success of international business ventures. The topics covered include recruitment; selection; legal and tax implications of international operations; compensation and benefit packages; training and development; cultural adaptation; and relocation and repatriation policies. This course is designed for both human resource professionals and other business professionals who will manage in a global business environment.
Credit 1.5 units. UColl: HRP

**U87 HRM 553 Principles of Human Resources Development: A Case-Based Approach**
This course addresses the integration of human resource functions, performance management, employee relations, human resource planning, and organizational development. We will study how HR maximizes the return on investment from the organization’s human capital while minimizing financial risk. The course emphasizes human beings as creative and social beings that are viewed as the organization’s most strategic asset in a very turbulent and complex market environment.
Credit 3 units. UColl: HRP

**U87 HRM 556 U.S. Retirement Programs**
This course provides an overview of the U.S. retirement system and the alternatives available for organizations. Attention is given to the purpose of employer-sponsored retirement programs.
and the employer objectives accomplished by different types of programs. Students will discuss the challenges a company faces in developing a retirement program and develop a program as part of the course requirement.
Credit 1.5 units. UColl: HRP

U87 HRM 557 Leadership Skills for Women Executives
This course examines the latest research and practice on women and leadership. Students learn about tools and methods to evaluate their personal leadership strengths and avoid career derailment. The class uses case studies, personal essays, and role-play designed to help individuals develop strategies to more effectively manage their career paths.
Credit 1.5 units. UColl: HRO

U87 HRM 558 HR Metrics
This course provides the foundation for understanding how to measure the effectiveness of Human Resource Management (HRM) policies, programs and processes. The course will focus on the methods of developing appropriate measurement indices for the major HRM functional areas. An understanding of the principles of measurement, methods of qualitative and quantitative data collection, and analysis are also included.
Credit 3 units.

U87 HRM 559 Strategy Formation and Organizational Effectiveness
This course focuses on developing and implementing a strategy to sustain a competitive advantage in business. The process specifies mission, vision, and values, develops projects and programs, and allocates resources to achieve organizational goals. This course will give special attention to the allocation of human resources to achieve organizational effectiveness.
Credit 3 units.

U87 HRM 562 Group Processes in Organizations
Credit 3 units. UColl: HRO

U87 HRM 565 Building High-Performance, Team-Based Organizations
This course examines the factors that are most critical in developing high-performance, team-based organizations. We pay particular attention to the assessment of organizational climate, and analyze steps organizational leaders must take to make the transition to a team-based approach. We also examine important systems and processes that support this design.
Credit 3 units. UColl: HRO

U87 HRM 570 Employee Benefits
This course reviews the current trends and historical bases for employee benefit programs. The concept of risk and the regulatory, political, and social environments surrounding benefits will be discussed, with particular attention to health, life, and disability benefit programs.
Credit 1.5 units. UColl: HRP

U87 HRM 571 Legal Aspects of Human Resources Management
This course will provide a general legal framework for human resources practices in organizations. Particular attention will be given to legal issues regarding employment, personnel practices, wages and salary, benefits, family and medical leave, workers with disabilities, terminations, and unions.
Credit 3 units. UColl: HRP, OLH, OLI

U87 HRM 572 Incentive Compensation
This course provides an in-depth look at the design and development of effective variable pay plans that increase employee performance and productivity. Motivation theories, personality typing, and business anecdotes are combined with a practical step-by-step approach to new design or plan revision. Lectures, small group projects, and case studies are employed to build the knowledge and skill of the Human Resources professional or the front-line manager.
Credit 1.5 units. UColl: HRP

U87 HRM 577 The Changing Nature of Work
This course provides a historical perspective on the changing nature of work, the current trends, and possible future trends. Substantial attention is given to consideration of work/life balance issues, the changing demographics of the workplace, the impact on organizations, and the objectives that class participants have for their own professional careers.
Credit 1.5 units. UColl: HRO

U87 HRM 582 Principles of Finance
This course is designed to give HR personnel of the future the opportunity to develop skills in, and an understanding of, basic financial management methods, as well as evaluation techniques used to assess overall organizational financial and business performance. Specifically, the individual will gain an ability to evaluate capital investments, capital acquisitions and capital budgets, an understanding of uncertainty (risk) and risk management, a knowledge of cash and credit management techniques, a knowledge of the costs of alternative sources of short-, intermediate-, and long-term financing (both debt and equity), and an understanding of financial statements and their analysis.
Credit 3 units. UColl: OLH