



COLLEGE OF PROFESSIONAL STUDIES

# MASTER OF ARTS IN HUMAN RESOURCE MANAGEMENT

## Advance Your Career in Human Resources

Recognized by the Society for Human Resources Management (SHRM), the Master of Arts in Human Resource Management at National University provides the tools to address today's most relevant workplace concerns. Students will explore issues including recruitment, benefits, labor relations, technology, ethics, and safety through a blend of theoretical knowledge and practical skills. Current and prospective human resources professionals can select an area of specialization in Organizational Leadership.

### Program highlights:

- Entire program can be completed online
- Gain experience building recruiting plans, training programs, and assessing benefits
- Learn to analyze and develop job-specific recruiting, interviewing, selection, performance appraisal, training, and compensation
- Understand how to recognize, analyze, and effectively address ethical, legal, and safety challenges in the workplace
- Develop a proposal and course of action regarding particular organizational challenges or desired change

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## MASTER OF ARTS IN HUMAN RESOURCE MANAGEMENT

Academic Program Director: Bernadette Baum; (858) 642-8404; bbaum@nu.edu

The Master of Arts in Human Resource Management program is recognized by the Society for Human Resource Management (SHRM) as being fully aligned with its curriculum guidelines.

The Master of Arts in Human Resource Management program provides students with both the critical skills and knowledge required to be effective in this continuously growing domain through case study, experiential learning opportunities, and best practices. The program serves to increase knowledge, skills, and abilities of a professional to perform in a senior management position or as a consultant to organization leadership on matters of human resource management and organizational change.

The MAHRM program integrates the many facets of human resource management in the 21st century through concept, theory, critical analysis, and application of recruitment, staffing, training and talent development, compensation and benefits, organizational behavior, performance improvement, technology, legal aspects, labor relations, organizational change and adaptation, ethical issues, and safety concerns in the workplace. The curriculum, incorporating relevant HRM and ODV technology and best practices for both internal practitioners and consultants, offers an in-depth, fully comprehensive curriculum for business professionals to extend their knowledge beyond operations management. This cutting-edge program is designed to offer an innovative multidisciplinary approach to the growing field of human resource management and the continuum of organizational change in the 21st century.

### Program Learning Outcomes

Upon successful completion of this program, students will be able to:

- Complete a job analysis of a specific job to be used for recruiting, selection, performance appraisal, training, and compensation.
- Develop a recruiting plan and design a selection process for recruiting, interviewing, and selecting candidates for employment for jobs within an organization.
- Conduct a needs assessment and design a training program for current employees on a specific topic related to organizational goals.
- Assess benefits relevant to the employee population and organizational structure, and formulate a compensation system based upon merit, knowledge, and skill acquisition.
- Assess and develop methods designed to prevent employer liability and labor relation issues (anti-discrimination statutes, employee and labor relations, union, and non-union environment issues).
- Develop a consulting proposal and course of action for an organization regarding a particular organizational challenge and/or change process.
- Recognize, analyze, and effectively address ethical, legal, and safety challenges faced in the workplace.

### Degree Requirements

To earn a Master of Arts in Human Resource Management degree, students must complete at least 54 quarter units of graduate work. A total of 13.5 quarter units of graduate credits may be granted for equivalent graduate work completed at another institution, as it applies to this degree and provided the units were not used in earning another advanced degree. It is recommended that students take the capstone project class as their last class in the sequence of the program.

### Core Requirements

(11 courses; 49.5 quarter units)

HRM 660	Theory & Practice of HRM
HRM 630	Legal, Ethical & Safety Issues
HRM 637	Workforce Plan, Dev. & Outsourc.
ODV 606	Seminar in Training & Developm.
HRM 667	Compensation & Benefits
HRM 633A	Seminar in Employee Relations,
ODV 610	Adv. Studies in Org. Behavior
ODV 600	Theory & Practice of OD
ODV 601	Integrating Performance Mgmt. <i>Prerequisite: ODV 600</i>
HRM 669	Research Seminar
HRM 670	Project/Thesis <i>Prerequisite: HRM 669 and must complete at least 7 core courses.</i>

### Program Electives

(1 course; 4.5 quarter units)

To complete their program, students must select electives from any graduate level course offered by the School of Business and Management. Highly recommended in the choice of electives are FIN 600, Finance for Non-Financial Managers, and MGT 635, The Organizational Consulting Process. In the alternative, students may complete their program by completing the following specialization.

### Specialization in Organizational Leadership

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The purpose of the area of Specialization in Organizational Leadership is to provide students with the skills and theoretical concepts that will assist them when seeking promotions or positions in management and supervision. This area of specialization is designed to prepare diverse adult learners to become effective, change-oriented leaders in an international society by adding distinctive and challenging curricula.

This area of specialization is ideal for individuals who desire to understand the technical and reflective processes that often accompany opportunities to exercise leadership in profit and not-for-profit organizations.

### Program Learning Outcomes

Upon successful completion of this program, students will be able to:

- Distinguish between multiple approaches for exercising leadership to promote innovation and confront complex issues within organizations.
- Interpret organizational dynamics, group dynamics and engage in systems thinking in order to promote the development of a learning organization capable of innovation, adaptation, and orchestrating conflict.
- Evaluate ethical issues and aid organizational members in creating ethical culture appropriate to the organizational and global environment that supports operating in environments of diversity, uncertainty and unpredictability.
- Distinguish between the functions of authority, power, the practice of leadership, and utilize frameworks that serve organizational purposes.

### Program Requirements

(4 courses; 18 quarter units)

LED 602	Developing Groups and Teams
LED 603	Leadership in the 21st Century
LED 604	Leading Change and Adaptation
LED 605	Conflict and Power Dynamics