

Program of Work
Master of Science in Human Resource Management

The Master of Science in Human Resource Management program combines the experience of industry leaders with the expertise of renowned scholars to offer entry-level and mid-career human resource professionals with the tools they need to enhance their professional practice and career trajectories. The 36-semester-credit-hour graduate-level professional degree program offers a responsive, research-based, and practice-oriented curriculum that combines a breadth of study in strategic business management with deep study in the functional areas of human resource management.

Required Advanced Courses	
Course	Offered
MANA 5322 Compensation & Reward Systems	Fall
MANA 5329 HR Metrics and Analytics	Fall
MANA 5332 Managing Diversity in Organizations	Fall
MANA 5341 Staffing and Performance Management	Fall
MANA 5323 Training and Development	Spring
MANA 5327 Human Resource Law	Spring
MANA 5334 Organization Consulting & Research	Spring
MANA 5348 Human Resource Business Strategy	Spring
Required Electives (Non-Thesis Option)	
Course	
Elective (3 quantitatively oriented graduate business credits) ^a	
Elective (3 quantitatively oriented graduate business credits) ^a	
Elective (3 graduate credits) ^b	
Required Capstone Course (To Be Taken During Last Semester)	
Course	Offered
MANA 5336 Strategic Management	Fall, Spring, and Summer

^a Students with non-business undergraduate degrees are required to take at least six graduate credits of quantitatively oriented core-type business courses in the "Required Advanced Elective Courses" area. These courses are pre-approved to satisfy this requirement: ACCT 5307, BSTAT 5301, BSTAT 5325, ECON 5313, FINA 5311, OPMA 5321, OPMA 5361, and OPMA 5362. (Please note that some of these have prerequisites.) Advisor approval is required for other courses.

^b 5000 or higher courses are pre-approved to satisfy this requirement from: UTA College of Business (ACCT, BCOM, BLAW, BSTAT, BSAD, ECON, FINA, HCAD, INSY, MANA, MARK, MASI, OPMA, and REAE); and UTA courses in CSE, EDTC, EDUC, IE, PSYC, SOCI, STATS, and WOMS. Advisor approval is required for other courses.

Admissions Requirements

Probationary Admission requires English proficiency and either:

- 1) Undergraduate GPA of at least a 3.0, or
- 2) GMAT/GRE quantitative and verbal scores in at least the 30th percentile

*Resume, letters of recommendation, and essay may also be required

MS-HRM Graduate Advisor

Dr. Thomas J. Graca
Clinical Professor of Management
Director - MS Human Resource Management
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Generally Offered during Fall Semesters

MANA 5322
COMPENSATION & REWARD SYSTEMS

Management of compensation systems in business and other organizations; concepts models and practices related to wage and salary levels and structures; perceived equitable pay; individual performance appraisal, rewards and satisfaction; benefits and employee services.

MANA 5329
HR METRICS & ANALYTICS

Research design, data collection, and hypothesis testing applied to human resource management. The class focuses on basic statistics, quantitative decision-making, and data presentation skills using Human Resource metrics and analytics examples.

MANA 5332
MANAGING DIVERSITY IN ORGANIZATIONS

Examines implications of employee diversity in organizations, including human resource and organizational behavior issues related to aspects of diversity. Includes study of the changing demographics of workers, effects of diversity on organizational performance, and ways of effectively managing in organizations having applicants, employees, and customers from diverse backgrounds. Research on diversity issues is examined, as are process of stereotyping and myths and misperceptions about diversity issues. Legislation related to diversity is also reviewed.

MANA 5341
STAFFING & PERFORMANCE MANAGEMENT

This course covers employee recruitment, selection and performance appraisal. Topics include recruitment strategies and methods, methods of employee selection, performance planning, development and validation of appraisal instruments, implementation and conduct of performance appraisal, and performance feedback and counseling.

Generally Offered during Spring Semesters

MANA 5323
TRAINING & DEVELOPMENT

Examines the components of training systems. Topics include assessing training needs and establishing objectives, developing training programs, selecting appropriate training techniques, and evaluating training outcomes.

MANA 5327
HUMAN RESOURCE LAW

Coverage of statutory and case law in the employment setting. Emphasis placed on employment discrimination, compensation and benefits law; government agencies which administer and enforce employment laws are also reviewed.

MANA 5334
ORGANIZATION CONSULTING & RESEARCH

Explores internal and external consulting to business organizations. Emphasis on the management of the change process through the stages of data gathering, diagnosis, analysis, and recommendation.

MANA 5348
HUMAN RESOURCE BUSINESS STRATEGY

Designed with the human resource professional in mind, this course analyzes the role of human resource management in developing and executing business strategy. Central to this course is an examination of how contemporary organizations use human resource management to enhance organizational capabilities and achieve strategic objectives.

Generally Offered during Fall, Spring, and Summer Semesters (To Be Taken During Graduation Semester)

MANA 5336
STRATEGIC MANAGEMENT

Strategic management uses a general management perspective in addressing issues related to the formulation and implementation of corporate and business level strategy. The course involves developing the ability to identify issues, evaluate strategic options and understand the organizational process by which strategies get formed and executed. It builds on the knowledge gained in functional area courses and uses case studies and projects to improve students' analytical and decision-making skills.