

Program of Work
Master of Science in Human Resource Management

Required Advanced Human Resource Management Courses		
Graduate Credits	Course	Generally Offered
21	MANA 5322 Compensation & Reward Systems	Every Fall Term
	MANA 5329 HR Metrics and Analytics	
	MANA 5341 Staffing and Performance Management	
	MANA 5323 Training and Development	Every Spring Term
	MANA 5327 Human Resource Law	
	MANA 5334 Organization Consulting & Research	
	MANA 5340 Strategic Human Resource Management	

Required Advanced Elective Courses		
Graduate Credits	Course	Generally Offered
12	Elective: three graduate credits (advisor approval required) ^a	Every Academic Term
	Elective: three graduate credits (advisor approval required) ^a	
	Elective: three graduate credits (advisor approval required) ^b	
	Elective: three graduate credits (advisor approval required) ^b	

^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 5301, ACCT 5302, BSTAT 5325, BSTAT 5330, ECON 5301, ECON 5310, ECON 5311, ECON 5312, ECON 5313, ECON 5330, FINA 5311, OPMA 5361, and OPMA 5362. (Please note that some have prerequisites.)

^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. A graduate thesis may be used in place of six graduate credits in the "Required Advanced Elective Courses" area in certain circumstances.

Required Capstone Course		
Graduate Credits	Course	Generally Offered
3	MANA 5336 Strategic Management (to be taken during graduation term)	Every Academic Term

For additional information: Dr. Tom Graca
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MANA 5322 (**generally offered in fall semesters**)

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 (**generally offered in fall semesters**)

HR METRICS AND 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 5341 (**generally offered in fall semesters**)

STAFFING AND 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.

MANA 5323 (**generally offered in spring semesters**)

TRAINING AND 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 (**generally offered in spring semesters**)

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 (**generally offered in spring semesters**)

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 5340 (**generally offered in spring semesters**)

STRATEGIC HUMAN RESOURCE MANAGEMENT

Emphasizes strategic perspective of modern human resource management theory and practice. Topics include human resource planning, staffing, training and development, compensation, performance appraisal, and labor and employee relations.

MANA 5336 (**to be taken during graduation term**)

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. Prerequisite: Must be taken in last semester or with permission of the Graduate Advisor.