

# **MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

The primary mission of the Human Resource Management (MS) degree program is to provide graduate students the opportunity to develop critical skills which will prepare them to become successful and competent Human Resource professionals.

People are the most important part of any business. Businesses who are leaders in their industry strive to put human resources as their top priority in developing strategy, marketing, or operational excellence. It takes talent, dedication, and an educated Human Resource staff to keep these businesses at the top of their game.

It is an exciting time to be involved in the field of Human Resources. Changing demographics, laws and regulations and the continuing need to keep our existing workforce challenged and motivated establishes paramount for educated Human Resource professionals.

The Master of Science degree in Human Resource Management is a 36-hour program that provides the student opportunities to develop critical skills in areas such as research and job analysis, recruitment and selection, training and development, compensation and benefits, labor relations and organizational effectiveness. Students gain knowledge and skills that are applicable in business and not-for-profit entities including state and local governments and military organizations.

The MS-HRM program allows students the opportunity to develop their knowledge and skills in the Human Resource profession through the Stephenville campus' Online program. Our faculty and staff will assist you with an education right from your desktop! We invite you to experience the online learning process so that you can be the most important resource to your organization!

## **Leveling Requirements**

After an MS, HRM applicant is admitted to the College of Graduate Studies, his/her transcript, application, essay, and test scores are evaluated by the COBA Graduate Admissions Committee. This Committee evaluates the student's educational background and work experience to determine what leveling requirements or program prerequisites may be needed. Leveling requirements will be determined on a case-by-case basis and may be satisfied by taking graduate or undergraduate courses or departmental subject area examinations or other appropriate means. A student whose undergraduate degree was not in business and who does not have relevant professional experience should expect to be required to take some undergraduate courses (that do not count toward the 36 hours required for the degree) to be prepared for successful graduate study in Human Resource Management.

## **MS-HRM Curriculum**

<b>Course Number</b>	<b>Course Title</b>	<b>Semester Credit Hours</b>
G B 565	Managerial Statistics	3
G B 598**	Business Research Methods	3
HRM 501	Law and Regulation in Human Resources	3
HRM 503	Managing Human Resource Development	3
HRM 514	Workforce Planning and Employment	3
HRM 516	Compensation Management	3
HRM 524	Employment and Labor Relations	3
HRM 595	Professional Issues in Human Resources	3

\* Students who are required to complete graduate leveling requirements (FIN 500 and/or MGMT 500) may count one or both courses as electives in the MBA program.

\*\* Students are advised to complete this course within the first 12 hours of the program.

### **Comprehensive Examination**

Students in the MS degrees in Management and Leadership or Human Resource Management programs are required to pass a comprehensive examination before receiving their degrees. Students will be required to demonstrate their knowledge and understanding in the areas of management and leadership or Human Resource Management.

Policies and procedures for the MS degree comprehensive examinations are under review and subject to change as deemed necessary.

### **MASTER OF SCIENCE, MANAGEMENT AND LEADERSHIP**

The primary mission of the Management and Leadership (MS) degree program is to develop the graduate student's critical thinking, problem solving, and life-long learning skills necessary to manage and lead organizations.

Tarleton State University's Master of Science degree in Management and Leadership is designed for busy adults who want to improve their knowledge, abilities, and skills in management. The 36-hour program focuses on one of the most challenging responsibilities for management today – leading change. Students gain knowledge and skills that are applicable in business, the military, government organizations, and private non-for-profit organizations.

This program is suited for you if you are wanting:

- To deepen your understanding of how organizations should function
- To increase your academic credentials needed for promotion
- To increase your understanding of how to design and implement change within your organization
- To acquire the requisite 18 hours of graduate course work needed to teach at the undergraduate level
- To acquire the necessary knowledge and skills to help organizations through internal or external consulting

Our dedicated faculty focus on teaching and scholarly activities. At the same time, we pride ourselves in giving students personal attention and easy access. Students are the reason we exist.

The M&L program is offered in a traditional face-to-face format in Stephenville, Waco, and the Southwest Metroplex (Fort Worth). It is also available totally Online through the Stephenville campus. To pursue this degree, you need a baccalaureate degree, acceptance to the College of Graduate Studies at Tarleton, Internet access, basic computer skills, time that you can dedicate to completing the required course content, and the desire to complete an advanced degree that can provide opportunities for career advancement!

### **Leveling Requirements**

After an MS, ML applicant is admitted to the College of Graduate Studies, his/her transcript, application, essay, and test scores are evaluated by the COBA Graduate Admissions Committee. This Committee evaluates the student's educational background and work experience to determine what leveling requirements or program prerequisites may be needed. Leveling requirements will be determined on a case-by-case basis and may be satisfied by taking graduate or undergraduate courses or departmental subject area

examinations or other appropriate means. A student whose undergraduate degree was not in business and who does not have relevant professional experience should expect to be required to take some undergraduate courses (that do not count toward the 36 hours required for the degree) to be prepared for successful graduate study in Management and Leadership.

**MS, ML Curriculum**

<b>Course Number</b>	<b>Course Title</b>	<b>Semester Credit Hours</b>
G B 565	Managerial Statistics	3
G B 598**	Business Research Methods	3
CIS 511 or	Managing Information Systems or	3
MGMT 513	Strategic Impact of Technology	
MGMT 501	Organizational Behavior	3
MGMT 508	Analysis & Design of Organizations	3
MGMT 509	Seminar on Management and Leadership	3
MGMT 511	Managing Operations and Services	3
MGMT 568	Organizational Development and Change	3
Electives		12

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**Comprehensive Examination**

Students in the MS degrees in Management and Leadership or Human Resource Management programs are required to pass a comprehensive examination before receiving their degrees. Students will be required to demonstrate their knowledge and understanding in the areas of management and leadership or Human Resource Management.

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