

## Master of Science in Human Resource Management

Course	Course Title	HRM.M1	HRM.M2	HRM.M3	HRM.M4	HRM.M5	ILO1	ILO2	ILO3	ILO4	ILO5
HRM 701	Human Resource Management	X	X	X	X	X	X	X	X	X	X
HRM 702	Employee Rights, Responsibilities, Discp	X	X	X	X	X	X	X	X	X	X
HRM 703	Labor Relations: Process & Law	X			X	X	X		X	X	X
HRM 704	Performance Appraisal Systems	X	X	X		X	X	X	X		X
HRM 705	Compensation Design & Administration			X	X	X	X	X		X	X
HRM 706	Organizational Development/Intervention	X	X	X	X	X	X	X	X	X	X
HRM 707	Organizational Leadership	X	X	X	X	X	X	X	X	X	X
HRM 708	Strategic Human Resource Planning	X	X	X	X	X	X	X	X	X	X
HRM 709	International HR Management		X			X	X		X		X
HRM 710	Capstone Project	X	X	X	X	X	X	X	X	X	X

## Institution Learning Outcomes

- ILO1 Communication: Communicate professionally using a variety of modalities (written, spoken, and technological).
- ILO2 Critical Thinking: Analyze and evaluate information to make reasoned arguments and solve problems.
- ILO3 Civic & Global Engagement: Integrate knowledge and skills to engage with and respond to social, environmental, and economic challenges at local, national, and global levels.
- ILO4 Ethics: Analyze and evaluate complex issues and situations to make informed ethical decisions.
- ILO5 Disciplinary Expertise

## Program Learning Outcomes

- HRM.M1 Develop and research how to implement legal and ethical strategic HR planning and processes: recruitment, selection and retention; training; performance management; implement total reward systems; managing change; and labor-management practices in global settings
- HRM.M2 Contrast international HR practices and recognize necessary adjustments for cross cultural differences
- HRM.M3 Critically analyze and recommend strategic action plans to address HR and organizational issues
- HRM.M4 Evaluate organizational culture and understand how to implement organizational change strategies that foster collaboration, work/life balance, and commitment
- HRM.M5 Demonstrate proficiency in oral, written, and interpersonal communication including technology and presentation skills