Program Goals

Four specific goals have been identified to guide program development and review:

• To provide opportunities for the development of innovative and effective teaching methods rooted in an understanding of management theory and research

• To provide successful professional managers with the knowledge to assume leadership roles in human resources management and in the managerial leadership community

• To nurture a deep commitment to excellence in human resources management and managerial leadership as a means of service to others

• To provide a supportive and cooperative learning environment that encourages students to develop their potential for study and their understanding of human resources

The Mission

The Master of Science in Human Resources Management, in conjunction with the Mission of the University, seeks to direct and inspire students to enhance their understanding of the principles and practices of managing people in contemporary organizations. The program affirms the dignity of the human person in all matters of an administrative nature. Students are encouraged to become life-long learners and to pursue professional certifications to enhance their skills. The Master of Science in Human Resources Management seeks, additionally, to instill in its students a passion for creative scholarship and imaginative use of new technology.

The mission of the graduate human resources management program is to:

• Foster the development of professionals, scholars, and lifelong learners who apply advanced study to master effective problem solving skills

• Facilitate the development of critical thinkers who can use their personal, professional, spiritual, and academic experiences in the analysis of human resources management issues

• Develop informed users of research who are capable of making significant contributions to their chosen field

• Support and encourage scholarship, intellectual inquiry, and professional responsibility that nurtures the growth and development of others
Admission Requirements

• Completed and signed application form
• Statement of your professional plans and goals (1-2 pages)
• Two official transcripts from all undergraduate and graduate institutions attended
• Two recommendation forms/letters of reference
• Résumé
• Students entering the program with an undergraduate degree in a non-business field and no related experience will be required to take a Common Professional Component (CPC) exam*. Coursework and business experience will be evaluated by the Associate Dean or designate.

An applicant with a GPA of less than 3.0 may submit a written petition to the Associate Dean and pending approval by the Dean may be admitted on a probationary basis. Probationary students must complete six hours of graduate coursework in the program at Holy Family, earning a GPA of at least 3.0 and a minimum grade of B in each course to be removed from probationary status and matriculated in the program.

*The Common Professional Component (CPC) test is a requirement for HRM students who do not have an undergraduate business degree or comparable work experience in a business-related profession. The test covers business areas required by the Accreditation Council for Business (ACBSP): Accounting, Finance, management, Economics, social environment, legal environment, international business, information systems, and quantitative analysis. The cost of the test is covered by the School of Business Administration. A student getting less than 40% on the CPC test in an area(s) will need to take an on-line leveling course to gain proficiency in the area(s). The cost for the on-line leveling course is $35 per course, which must be paid by the student. Since the test is a proficiency test, there is no study regimen to prepare for the test.

Curriculum

Students are required to take 11 courses for a total of 33 credits to complete the degree.

Core Requirements (24 credits)

- HURM 502  Human Resources Management (must be completed in first year of study)
- HURM 505  Human Resources Training and Development
- HURM 510  Managing Labor Relations
- HURM 515  Appl. Compensation, Benefits and Retirement Plans
- HURM 520  Negotiating, Dispute Resolution and Campaign Mgt
- HURM 532  Statistics and Quantitative Business Methods
- HURM 535  Applied Employment Law (prerequisite: HURM 502)
- HURM 545  Policy and Strategy Formulation (prerequisite: HURM 502)

Elective Courses (2 courses for total of 6 credits)

- HURM 512  Corporate Finance for Executives
- HURM 527  Organizational Communications
- HURM 540  Applied Performance Management
- HURM 543  Project Management

Capstone Course (3 credits)

- HURM 550  Independent Research and Study (Student must have at least 27 credits completed toward HURM degree including HURM 502)