

# HUMAN RESOURCE MANAGEMENT, M.S.

## Program Description

The Master of Science in Human Resource Management degree program prepares graduates for research and administrative positions in human resource management. Graduates will be qualified for careers in both the public and private sector. Potential employers would include: small, mid-size, and large private sector organizations; labor unions; other employee associations; local, state, and federal government; and agencies concerned with employer-employee relations. Content areas include: human resource management; trade unionism and collective bargaining; the recruitment and selection process; employee training and development; and legal and public policy issues, which may relate to any of the preceding. Content is examined through the varied paradigms of societal, legal, organizational, economic, and political considerations. The study of human resource management is grounded in the knowledge and methods developed in a number of traditional areas of study. The major disciplines represented in the program are psychology, sociology, management, and law.

## 3+2 Program (B.B.A., With M.B.A. Or M.S. In Accountancy, HRM Or HCA)

The 3+2 Program offered by the College of Business allows students to earn both their Bachelor of Business Administration and Master of Accountancy, Business Administration, Human Resources Management, or Health Care Administration degrees in a total of five years. Students are allowed to double-count up to nine hours of graduate-level courses from the master's degree toward their bachelor's degree requirements. Please contact the College of Business Graduate Academic Advisor for the specific entrance requirements.

## Admission Requirements

### Full Admission

Applicants should follow the admissions process described in this catalog or at the Graduate Admissions website: [www.marshall.edu/graduate/admissions/how-to-apply-for-admission](http://www.marshall.edu/graduate/admissions/how-to-apply-for-admission) (<https://www.marshall.edu/graduate/admissions/how-to-apply-for-admission/>).

Applicants also must submit a copy of their resume and must either have:

1. An undergraduate degree from an accepted, accredited institution with an undergraduate Grade Point Average (GPA) of 3.0 or higher on a 4.0 scale for all previously completed undergraduate coursework.  
**or**
2. An undergraduate degree from an accepted, accredited institution with a minimum undergraduate GPA of 2.5-2.99 on a 4.0 scale for all previously completed undergraduate university work, and, in addition to the resume, two letters of recommendation. Applicant may also submit additional documents such as statement of purpose, test scores, etc.  
**or**

3. Have successfully completed the Management Foundations Certificate program with a 3.0 or higher  
**or**
4. Have a doctoral degree from an accepted, accredited institution; and completed all of the required Business Foundation courses or their equivalents within seven years of application.

## Conditional Admission

Conditional Admission can be granted for one term if the applicant meets all program requirements for Admission except they have not officially graduated with their bachelor degree. Once the degree is granted the applicant would need to resubmit their official transcripts for full admission.

*Note:* Applicants may be asked to submit additional material if needed before an admission decision is made. Generally, more students apply to the HRM program than are accepted each year; therefore, the selection process is competitive.

## Program Requirements

### Plan of Study

The student and his/her advisor shall prepare a Plan of Study which must be approved during the semester in which the student initially enrolls. A plan should be appropriate to meet the needs of the student in his/her chosen field. It shall include the specific courses the student is expected to complete; and shall also list all other requirements of the program or school. Courses listed on the Plan of Study shall be those judged appropriate by the faculty. Subsequent requests for changes in the plan must be formally approved by the Academic Advisor. Any deviation from the final Plan of Study and/or discrepancy between it and the student's official transcript will delay graduation. Any Plan of Study that was approved may become void if a student is inactive for one year (unless on an official leave of absence).

### Grade Point Average Requirement

A student must have a 3.0 overall GPA in all program coursework, with no more than two C's in his or her program. In addition the student must maintain a cumulative 3.0 GPA in all courses completed after admission to the degree program, along with any previous Marshall University coursework to be counted toward the current degree. This standard must be met for the student to graduate. If the student falls below these standards, then that student shall be placed on academic probation and will be subject to dismissal from the program.

### Comprehensive Assessment

Degree candidates are required to complete a comprehensive assessment prior to receipt of the master's degree. The timing and form of a student's comprehensive assessment shall be approved in advance by the Director of the Graduate School of Management. The comprehensive assessment is usually a written term paper required within the final, integrated capstone course, MGT 696 Admin Policy & Strategy.

### Course Enrollment Policy

In order to take any 600-level course in the College of Business, students must be enrolled in a graduate program in the college. On an exception basis, a student not enrolled in an LCOB graduate program may take only one 600-level course with the written approval of the Academic Advisor or the MBA Director. Cooperative programs with other departments must be approved by the MBA Director. It is the responsibility of the student to obtain this approval before attempting

to register. Additionally, the student must meet the specific course prerequisites. Students who violate this policy will be administratively withdrawn.

## Plan of Study

Code	Title	Credit Hours
<b>Foundation Courses</b>		
Required as determined by the Academic Advisor		0-3
<b>M.S.H.R.M Core Courses</b>		
HRM 600	Development of Labor Relations	3
HRM 610	Collective Bargaining	3
MGT 620	Human Resource Management	3
HRM 630	Labor Law	3
HRM 660	Adm of Compen/Fringe Benefits	3
HRM 670	Personnel Select & Trng	3
HRM 675	Human Resource Devel & Trng	3
MGT 672	Organizational Behavior	3
MGT 696	Admin Policy & Strategy	3
<b>Electives</b>		
Select three hours of electives		3
<b>Total Credit Hours</b>		<b>30-33</b>