

# ONLINE MASTER OF ARTS IN HUMAN RESOURCE MANAGEMENT



Today's human resource managers do more than create and enforce policy—they often act as strategic partners within an organization, working to identify and accomplish major organizational goals. The online Master of Arts in Human Resource Management from Saint Mary's University can help you become an ethical, caring leader with the creativity, drive, and far-sightedness to lead individuals and your organization to improved performance and success.

## SEE HR THROUGH A LEADER'S LENS

The HR Management master's program focuses on using ethics, leadership skills, and students' passion for helping others reach their full potential to drive and execute positive change through intensive analysis of employee, team, and departmental abilities. You will combine in-depth studies of human capital development, rewards systems, conflict management, and organizational assessment with expertise in budgeting, diversity, communication, and strategic management. At the end, you'll have the knowledge, skills, and values-oriented mindset to guide employees and your organization to success in ways that benefit our society as well.

You can feel confident that what you learn is up-to-date and directly applicable to the needs of today's workplace. The Society for Human Resource Management (SHRM), the world's largest association devoted to human resource management, certifies that our online M.A. in Human Resource Management curriculum is aligned with its HR

Curriculum Guidebook and Templates. In addition, our instructors are currently working in the field and teach from their own experience, emphasizing the connection between the classroom and the office.

## INVEST IN YOUR HR CAREER

According to the Bureau of Labor Statistics, employers often prefer an advanced degree for many human resources jobs, especially top management positions<sup>1</sup>—so whether you currently work in human resource management or are contemplating entering the field, a master's in Human Resource Management from Saint Mary's University is a valuable credential.

In addition, the job outlook for human resource managers is promising, with the BLS estimating an employment growth rate of 22 percent from 2008 to 2018, driven in part by revised standards and changing laws related to employment, medical and family leave, and health care; a growing preference for conflict resolution rather than legal action; and the increasingly global and technological nature of work.

Help your organization successfully and ethically navigate today's changing environment and prepare for the challenges to come.

<sup>1</sup>Statistics and salary information are from the Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2010-11 Edition, accessed 8/8/11, <http://www.bls.gov/oco/ocos021.htm>

# ONLINE MASTER OF ARTS IN HUMAN RESOURCE MANAGEMENT

## MASTER OF ARTS IN HUMAN RESOURCE MANAGEMENT CURRICULUM AND COURSE DESCRIPTIONS

The online M.A. in Human Resource Management consists of 39 credit hours, or 13 courses of 3 credit hours each. Of those, 27 credit hours cover topics specific to human resources, 9 cover management skills, and the remaining 3 are electives. Saint Mary's University M.A. in Human Resource Management curriculum is compliant with SHRM requirements.

### REQUIRED HUMAN RESOURCE MANAGEMENT COURSES (27 CREDITS)

HRM601	Human Resource Management Strategy
HRM602	Organizational Measurement and Assessment Issues in Human Resources
HRM604	Developing Human Capital
HRM606	Employment Law
HRM609	Labor Relations
HRM611	Globalization and Diversity
HRM613	Total Reward Systems
HRM614	Internal Consulting in Human Resources
HRM689	Human Resource Management Capstone

### REQUIRED MANAGEMENT COURSES (9 CREDITS)

GM623	Academic Research and Writing
GM680	Leadership and Strategic Management
GM675	Managerial Ethics and Issues

### ELECTIVES (3 CREDITS)

GM600	Management Principles
GM630	Quantitative Methods
GM643	Multicultural Perspectives
GM660	Financial Management

## About Saint Mary's University

Founded in 1912, Saint Mary's University of Minnesota is an international, private, Catholic Lasallian university delivering courses online and at locations throughout Minnesota and Wisconsin. The university promotes continuous learning and ethical lives of service and leadership directed toward the common good. Accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools, Saint Mary's is renowned for its quality education and caring teachers. The university is proud to be among *Forbes'* 2010 list of "America's Best Colleges," the Princeton Review's 2011 list of "Best Midwestern Colleges," and *U.S. News & World Report's* 2011 list of "Best National Universities."

