



**Saint Mary's  
University**  
OF MINNESOTA

## ONLINE MASTER OF ARTS IN HUMAN RESOURCE MANAGEMENT

### **AN AFFORDABLE MASTERS PROGRAM TO DEVELOP OUTSTANDING HUMAN RESOURCE PROFESSIONALS — Take your career to the next level with a master's in human resources management.**

Effective HR management demands you know more than how to create and enforce policy. Human resource professionals are strategic partners within an organization — working to identify and accomplish major organizational goals. A master's degree in Human Resource Management from Saint Mary's University can help you become an ethical leader with the creativity, drive, and far-sightedness to guide individuals and organizations to improved performance and success. This program will:

- Give you a strategic view of HR to help employees and the organization as a whole succeed.
- Prime you to help your organization navigate change successfully by contributing to the planning, execution, and success of their goals.



### **INVEST IN YOURSELF, YOUR CAREER, AND YOUR PEOPLE**

The Human Resources field needs high-performing professionals to lead them.

- Advanced degrees are preferred for many human resource positions, especially those in top management.\*
- The Bureau of Labor Statistics estimates a 9 percent growth rate from 2014 to 2024, faster than the average for all occupations.\*
- There's a growing preference for conflict resolution over legal action, meaning employers look for managers with these delicate skills to guide them successfully through negotiations, and to create win/win solutions.
- Employers struggle to keep up with the consistently changing laws related to employment, health care, medical, and family leave. They need to know they can count on you to keep them compliant to avoid issues and competitive in the marketplace to attract top talent.

\*Statistics and salary information are from the Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2016-17 Edition, Human Resources Managers, on the Internet at <http://www.bls.gov/ooh/management/human-resources-managers.htm> (visited August 23, 2016).

**Be the human  
resource  
leader you're  
looking for.**



**THIS IS YOUR TIME**

# ONLINE MASTER OF ARTS IN HUMAN RESOURCE MANAGEMENT

## GET A STRATEGIC VIEW OF HR TO HELP PEOPLE AND ORGANIZATIONS SUCCESS

Today's human resource professionals are strategic partners. They are experts in leadership and talent management who help organizations navigate change, large or small, and support peers to help align support to meet strategic goals. In business, human resource managers are now looked upon to actively contribute to the planning, execution, and success of an organization's underlying plans and objectives.

An **online Master of Arts in Human Resource Management** from Saint Mary's gives you the depth of knowledge sought after in human resource positions. As you advance in your career, it will help you position yourself to relate to every department within an organization and, more specifically, each department's people.

## THE ONLINE MASTER OF ARTS IN HUMAN RESOURCE MANAGEMENT CURRICULUM

This curriculum focuses on using a strong foundation in ethics, leadership skills, and students' passion for helping others reach their full potential. It drives and executes positive change through intensive analysis of employee, team, and departmental abilities. At the end of the program, you'll have the knowledge, skills, and values-oriented mindset to guide employees and your organization to success in ways that benefit the organization and society.

### You'll complete in-depth studies of:

- Human capital development
- Rewards systems
- Conflict management
- Organizational assessment

### You'll become an expert in:

- Budgeting
- Diversity
- Communication
- Strategic management

## DEGREE REQUIREMENTS AND CURRICULUM

The online MA 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 cr.

HRM 601 Human Resource Management Strategy . . . . .	3 cr.
HRM 602 Organizational Measurement and Assessment Issues in Human Resources . . . . .	3 cr.
HRM 604 Developing Human Capital . . . . .	3 cr.
HRM 606 Employment Law . . . . .	3 cr.
HRM 609 Labor Relations . . . . .	3 cr.
HRM 611 Globalization and Diversity . . . . .	3 cr.
HRM 613 Total Reward Systems . . . . .	3 cr.
HRM 614 Internal Consulting in Human Resources . . . . .	3 cr.
HRM 689 Human Resource Management Capstone . . . . .	3 cr.

### Required Management Courses: 9 cr.

GM 623 Academic Research and Writing . . . . .	3 cr.
GM 680 Leadership and Strategic Management . . . . .	3 cr.
GM 675 Managerial Ethics and Issues . . . . .	3 cr.

### Elective Courses: 3 cr.

#### Select one:

GM 600 Management Principles . . . . .	3 cr.
GM 630 Quantitative Methods . . . . .	3 cr.
GM 643 Multicultural Perspectives . . . . .	3 cr.
GM 660 Financial Management . . . . .	3 cr.

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**SCHOOLS OF GRADUATE AND PROFESSIONAL PROGRAMS**