

Master of Science in Human Resource Development

Program Requirements

To meet the requirements for the degree, students must successfully complete the required and elective courses outlined below. The pattern of elective course work will vary according to the professional objectives of the student. The program requires 36 semester hours. Students with three (3) years of direct HR experience, or five (5) years of professional organizational experience or an eligible HR certification (SHRM-CP, SHRM-SCP, PHR, SPHR, GPHR) are eligible to waive HRD 8101 for a total of 33 semester hours. For all advising questions, such as registration, scheduling, registration PINs, tailoring elective options to meet career goals, or discussion about career options within HR, students should contact their Academic Advisor.

Special Notes: There are three (3) Psychology courses offered as part of the HRD curriculum. Two of these are required courses - PSY8475 and PSY8875.

Program: Human Resource Development

Type: Master of Science

Required Courses

HRD 8101 may be waived for students with three years of direct HR experience, or five years of professional organizational experience or an eligible HR certification (SHRM-CP, SHRM-SCP, PHR, SPHR, GPHR) at time of admission.

Item #	Title	Credits
HRD 8003	Financial & Human Capital	3
HRD 8006	People Analytics	3
HRD 8100	Evidence-Based HR Primer	1.5-2
HRD 8101	Intro to HR & Org. Dynamics	3
HRD 8210	Strategic Workforce Planning	3
HRD 8215	Employment Law	3
HRD 8419	Foundations of Strategic HR	3
PSY 8475	Learning & Development	3
PSY 8875	Organization Development	3
HRD 8888	HRD Capstone: Leading HRD	3

Electives

Item #	Title	Credits
HRD 8212	Total Rewards:Compensation	3
HRD 8213	Total Rewards:Benefits	3
PSY 8425	Organizational Behavior	3
HRD 8499	Special Issues in HRD	3
HRD 8420	Strategic & Global HR Ldrship	3
HRD 8421	Diversity in a Global Economy	3

The courses below are all electives of either 1 or 1.5 credits. The offerings vary by semester. Please check the master catalog for the courses given (and associated credits) for the current semester.

Item #	Title	Credits
HRD 8330	Human Resource Ethics	1.5
HRD 8345	Relational Capital	1.5
HRD 8899	Special Topics	1.5
HRD 8304	Emotional Intelligence	1.5
HRD 8305	Cultrl Compet, Equity&SocJusti	1.5
HRD 8306	Measure I&D Initiatives&Effect	1.5
HRD 8307	Work, Family&Career Considerat	1.5