



Master of Science\*

# Human Resources Management (MHRM)

• CIP 521099 • 30 credits

## Program Description

This business-based and practitioner-oriented program is designed to provide participants with the knowledge, skills, and abilities needed to lead the human resources management (HRM) function in a wide variety of industries. By offering a thorough education in core HRM disciplines with a focus on HRM as a strategic business partner, it is intended to enhance existing HRM proficiencies and provide students with the ability to develop corporate-level HRM strategies.

Program content maps to the Society for Human Resources Management (SHRM)® HRM competency model, which is universally recognized as the highest professional standard for the practice of human resources. Participants completing this program will have the added benefits of being better prepared for the HR-generalist certification exams (SHRM-SCP/SHRM-CP and SPHR/PHR).

## Program Outcomes

Successful completion of this program is designed to prepare the student to:

- Analyze contemporary business problems and from an HR perspective, apply theoretical perspectives to develop economically efficient solutions.
- Identify appropriate metrics and evaluation methods to conduct meaningful quantitative and qualitative analyses to interpret, analyze, evaluate, and report data.
- Integrate theoretical perspectives and research findings to develop and defend a compelling strategic HR plan.
- Evaluate HRM practices from the perspective of a change agent, business partner, and executive-level manager.
- Partner with business units to create and implement HRM strategies that lead to competitive advantages and organizational effectiveness.
- Evaluate the HR implications of corporate-level and business-unit-level strategy formulation and implementation.
- Demonstrate competencies in functional aspects of HRM operations.
- Examine and apply the sophisticated HRM management tools necessary for businesses to survive in the Knowledge Age.
- Lead virtual teams consisting of diverse groups in changing work environments.

## Instructional Delivery

The MHRM is an online program. Courses are five weeks in length, and there are eight sessions each year. The MHRM can be completed in 16 months of continuous enrollment. The program is designed for students to take one course per five-week session, which is equivalent to three courses in a traditional 15-week semester

## Prerequisites

Students entering the program with an undergraduate degree in a non-business-related field or insufficient course work in business are conditionally accepted into the MHRM program until an undergraduate or graduate course in Principles of Management is completed. Students with insufficient work experience, at the discretion of the Program Chair, will be required to take GSP 499W Graduate Studies Practicum as a prerequisite. Students may transfer in the equivalent of these courses in accordance with CCG's Transfer of Credit policy or enroll in these courses prior to full acceptance into the MHRM at CCG. Students may also test out of the required prerequisite courses by successfully completing a CLEP examination if one is available in the subject area. Other conditions for acceptance may be stipulated for applicants in some instances. Students that are conditionally admitted into the program will be informed of the conditions to be met for full admission status and the deadlines for meeting each condition.

## MHRM Prerequisites ..... 3 credits

These prerequisite courses may be waived based on undergraduate coursework. A grade of B (3.0) must be obtained in each course.  
GMG 201W Principles of Management

## Core Curriculum ..... 21 credits

- MBA 501W Strategic Leadership and Management
- HRM 501W Strategic Human Resources Management
- HRM 520W Recruitment and Selection for Organizational Excellence
- HRM 530W Total Rewards Approach to Compensation and Benefits
- HRM 540W Talent Management and Development
- HRM 550W Employee and Labor Relations
- HRM 560W Human Resources Metrics and Measurement

## Elective Courses ..... 6 credits

Choose two:

- HRM 510W Organizational Change and Stewardship
- HRM 570W Global Human Resources Management
- MBA 505W Managerial Accounting
- MBA 530W Legal and Ethical Dimensions of Strategic Management

## MHRM Capstone ..... 3 credits

- HRM 600W HRM Capstone

(All courses @ 3 credits except as noted.)

*\*Prior to the acquisition of NEIB, this program was titled Master of Human Resources Management.*

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