

# Master of Science in Human Resource Management

*\*\*Pending Office of the Chancellor approval\*\**

The Master of Science (MS) in Human Resource Management (HRM) program offers students a comprehensive graduate education that prepares them for careers in human resources. The 30-unit program will provide coursework and experiential learning activities and expose students to the foundational concepts of human resource management, including managing human capital, strategic human resources, compensation, employee relations, employment law, training & development, and workplace planning. The program will have a final, culminating experience, that will help prepare students to sit for the SHRM certification exam.

## Admission to the Program

In addition to the general requirements of the university, specific requirements for admission to the MS in HRM degree program are:

1. Bachelor's Degree: A bachelor's degree from an accredited college or university, with required minimum GPA of 3.0.
2. Personal Statement: A statement that provides insight on the student's motivation to join the program, how the student plans on using the degree to further his/her professional goals, the personal qualifications that will contribute to successful completion of the program, and the responsibility of organizations to create value for society, beyond just profit.
3. English Proficiency for International Students: All international applicants who have not completed three years of full-time study at the secondary or post-secondary level where English was the language of instruction must also achieve an acceptable score.
4. Resume: Submission of a current resume.
5. Letter of Recommendation: One (1) letter of recommendation is required that attests to the applicant's intellectual and professional aptitude;
6. Interview: Each applicant will be required to participate in a brief interview with the MS HRM program coordinator and/or faculty.

## Advancement to Candidacy

To be advanced to candidacy, a student must have:

1. Achieved classified standing.
2. Successfully completed 12 units with a minimum of a 3.0 grade point average in the program, including the following core classes: ADMN 6020, MGMT 6010, and HRM 6410.
3. Completed an approved MS HRM program plan in consultation with the designated faculty advisor.
4. Secured approval of the Graduate director in charge of the HRM program.

## Requirements for Graduation

1. A grade point average of 3.0 ("B") in all course work taken after admission to conditionally classified or classified status, and grades of "C" (2.0) or better in all courses in the program.

2. A minimum of 30 semester units.
3. At least 70% of the units for the degree (21 units, 7 classes) are required to be completed at California State University, San Bernardino.
4. Successful completion (a grade of "B" (3.0) or better) of ADMN 6020 meets the graduate writing requirement.
5. Successful completion (a grade of "B" (3.0) or better) of HRM 6983 meets the culminating experience requirement.
6. Any additional general requirements not cited above but listed in Graduate Degree Program Requirements.

## Degree Requirements (30 units)

ADMN 6020	Advanced Managerial Communications	3
MGMT 6010	Organization Theory and Behavior	3
HRM 5570	Strategic Human Resource Management	3
HRM 6410	Human Resource Management	3
15 units chosen from the following courses:		15
ADMN 5753	Internship	
HRM 5580	California Human Resources	
HRM 5590	International Human Resources	
HRM 5930	Contemporary Topics in Human Resources Management	
HRM 5953	Independent Study	
MGMT 5050	Managing Across Borders	
MGMT 6550	Leadership as Art and Science	
MGMT 6850	Strategic Management	
3 units chosen from any JHBC graduate level course (5000 level or above)		
<b>Culminating Experience (3)</b>		<b>3</b>
<b>Total Units</b>		<b>30</b>

## Culminating Experience (3 units)

HRM 6983	Culminating HR Experience	3
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