MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

COLLEGE OF BUSINESS

PROGRAM HIGHLIGHTS

#5 MS Human Resource Management Program
CollegeChoice (2021)

Society for Human Resource Management Aligned Curriculum

AACSB Accredited
(Top 5% of Business Programs Globally)

PROGRAM OVERVIEW

The Master of Science in Human Resource Management equips entry-level and mid-career human resource professionals with the tools they need to enhance their professional practice and career trajectories. The 36-credit hour degree program offered on the main campus in Arlington combines a breadth of study in business management strategy with deep study in the functional areas of human resource management. The coursework is taught by distinguished scholars and industry-leading professionals who lead students in bridging the gap between cutting-edge management theory and the real-world demands of professional human resource practice.

MS HUMAN RESOURCE MANAGEMENT

CAREER OPPORTUNITIES

- Human Resources Generalists
- Human Resource Managers and Directors
- Strategic Business Leaders throughout Organizations
- Human Resources Specialists in **Employee Relations, Talent Acquisition, Diversity and Inclusion, Compensation and Total Rewards, Employee Development, HR Database Management, Training, Compliance,** and other HR functional areas

CURRICULUM

Advanced Coursework (24 Credit Hours)

- Compensation and Reward Systems
- HR Metrics and Analytics
- Managing Diversity in Organizations
- Staffing and Performance Management
- Training and Development
- Human Resource Law
- Organization Consulting and Research
- Human Resource Business Strategy

Elective Coursework (9 Credit Hours)

Capstone Course (3 Credit Hours)

- Strategic Management

COLLEGE OF BUSINESS HIGHLIGHTS

57,562 Business Alumni

Enrolled Graduate Students: 1,525

#1 in Top Business Schools with the Most Minority Students

Avg Graduate Student Age: 31.4 years

Top Graduate Student Employers:

Baylor Scott & White
Cyxtera Technologies
Exxon Mobil
Fidelity Investments
GM Financial
KPMG
Lockheed Martin
Oncor
Peri Software Solutions
Whitley Penn

Ready to Learn More?

UNIVERSITY OF **TEXAS** ARLINGTON

COLLEGE OF BUSINESS

Program of Work
for Students Beginning Study toward the
Master of Science in **Human Resource Management** Degree in
2023 Fall or **2024 Spring** or **2024 Summer**

Required Advanced Human Resource Management Courses		
Credit Hours	Course	Generally Offered
24	**MANA 5322:** Compensation & Reward Systems	Every Fall Term
	MANA 5329: HR Metrics and Analytics	
	MANA 5332: Managing Diversity in Organizations	
	MANA 5341: Staffing and Performance Management	
	MANA 5323: Training and Development	Every Spring Term
	MANA 5327: Human Resource Law	
	MANA 5334: Organization Consulting & Research	
	MANA 5348: Human Resource Business Strategy	

Required Advanced Elective Courses	
Credit Hours	Course
9	Elective: 3 quantitatively oriented graduate business credits [a]
	Elective: 3 quantitatively oriented graduate business credits [a]
	Elective: 3 graduate credits [b]

[a] Students with non-business undergraduate degrees are required to take at least six graduate credits of quantitatively oriented core-type business courses in the "Required Advanced Elective Courses" area. These courses are pre-approved to satisfy this requirement: ACCT 5301, ACCT 5302, ACCT 5307, BSTAT 5301, BSTAT 5325, ECON 5313, ECON 5330, FINA 5311, OPMA 5321, OPMA 5361, and OPMA 5362. (Please note that some of these have prerequisites.) Advisor approval is required for other courses.

[b] 5000 or higher courses are pre-approved to satisfy this requirement from: UTA College of Business (ACCT, BCOM, BLAW, BSTAT, BSAD, ECON, FINA, HCAD, INSY, MANA, MARK, MASI, OPMA, and REAE); and UTA courses in CSE, EDTC, EDUC, IE, PSYC, SOCI, STATS, and WOMS. Advisor approval is required for other courses.

Required Capstone Course (To Be Taken During Last Semester)	
Credit Hours	Course
3	**MANA 5336:** Strategic Management

Details	Contact	Connect
https://www.uta.edu/hrm ● application information ● fast facts ● curriculum ● resources ● faculty ● alumnae and alumni	Dr. Tom Graca Clinical Professor of Management Director of the Graduate Program ● TomG@uta.edu ● 1.617.631.6696 (voice) ● 1.617.631.6696 (SMS/text) ● make an appointment	/school/HRMatUTA @HRMatUTA /HRMatUTA

MANA 5322
COMPENSATION & REWARD SYSTEMS

Management of compensation systems in business and other organizations; concepts models and practices related to wage and salary levels and structures; perceived equitable pay; individual performance appraisal, rewards and satisfaction; benefits and employee services.

MANA 5329
HR METRICS & ANALYTICS

This course focuses on the fundamental logic, metrics, and methods necessary for conducting HR analytics. It provides the analytical and critical thinking skills necessary for HR decision-making. This course does involve the analysis of data and the use of basic statistical techniques, but its emphasis is on application and real-world problem solving.

MANA 5332
MANAGING DIVERSITY IN ORGANIZATIONS

Examines implications of employee diversity in organizations, including human resource and organizational behavior issues related to aspects of diversity. Includes study of the changing demographics of workers, effects of diversity on organizational performance, and ways of effectively managing in organizations having applicants, employees, and customers from diverse backgrounds.

MANA 5341
STAFFING & PERFORMANCE MANAGEMENT

This course covers employee recruitment, selection and performance appraisal. Topics include recruitment strategies and methods, methods of employee selection, performance planning, development and validation of appraisal instruments, implementation and conduct of performance appraisal, and performance feedback and counseling.

MANA 5323
TRAINING & DEVELOPMENT

Introduces employee training and development in organizations from a comprehensive theoretical and applied perspective facilitating skill acquisition. Specific topics discussed generally include needs assessment, learning theory and transfer of learning, various training methods, program design, training evaluation, training methods, career management, and employee development.

MANA 5327
HUMAN RESOURCE LAW

Coverage of statutory and case law in the employment setting. Emphasis placed on employment discrimination, compensation and benefits law; government agencies which administer and enforce employment laws are also reviewed.

MANA 5334
ORGANIZATION CONSULTING & RESEARCH

Explores internal and external consulting to business organizations. Emphasis on the management of the change process through the stages of data gathering, diagnosis, analysis, and recommendation.

MANA 5348
HUMAN RESOURCE BUSINESS STRATEGY

Designed with the human resource professional in mind, this course analyzes the role of human resource management in developing and executing business strategy. Central to this course is an examination of how contemporary organizations use human resource management to enhance organizational capabilities and achieve strategic objectives.

MANA 5336
STRATEGIC MANAGEMENT

Strategic management uses a general management perspective in addressing issues related to the formulation and implementation of corporate and business level strategy. The course involves developing the ability to identify issues, evaluate strategic options and understand the organizational process by which strategies get formed and executed. It builds on the knowledge gained in functional area courses and uses case studies and projects to improve students' analytical and decision-making skills.

University of Texas at Arlington
Master of Science in Human Resource Management
Basic Admission Criteria for 2023-2024

Facilitated Admission for Outstanding UTA Undergraduates

Outstanding UTA graduates may be admitted to the Master of Science degree program in Human Resource Management by facilitated admission. To qualify, these requirements must <u>all</u> be satisfied:

- Graduation from a commensurate undergraduate degree program at UTA no more than one academic year prior to the semester for which admission is sought. Undergraduate students in their final year of study are also eligible; in such cases, facilitated admission is conditional upon successful completion of the baccalaureate degree; **and**

- **<u>UTA grade-point average of at least 3.5 in each of two calculations</u>**:
  - in the last 60 hours of undergraduate study (as calculated by the UTA Graduate School), and
  - all work completed at UTA to date.

If you qualify for facilitated admission, you will be admitted <u>without</u> completing the application for admission, <u>without</u> paying an application fee, <u>without</u> submitting reference letters, and <u>without</u> taking the GRE or GMAT.

To apply for facilitated admission, simply write to **TomG@uta.edu**.

Probationary Admission for UTA Undergraduates and Recent UTA Graduates

In general, UTA undergraduates and recent UTA graduates may receive probationary admission to the Master of Science degree program in Human Resource Management with **<u>any one</u>** of these qualifications:

- UTA grade-point average of at least 3.0 in the last 60 hours of undergraduate study (as calculated by the UTA Graduate School); **<u>or</u>**

- GMAT quantitative and verbal sub-scores both at or above the 30th percentile; **<u>or</u>**

- GRE quantitative and verbal sub-scores both at or above the 30th percentile.

Additional supplementary documents are also required with application, as is the payment of an application fee. Apply at **https://www.applytexas.org/**.

For More Information

Visit **https://www.uta.edu/hrm** or contact Dr. Tom Graca at **TomG@uta.edu** or **+1.617.631.6696**.