HUMAN CAPITAL MANAGEMENT/HUMAN CAPITAL ANALYTICS AND TECHNOLOGY (MS/MS)

Department Website (https://www.sps.nyu.edu/content/sps-nyu/explore/degrees-and-programs/dual-master-of-science-in-human-capital-management-and-human-capital-analytics-technology.html)

NYSED: 29578 **HEGIS:** 0515.00 **CIP:** 52.1001
NYSED: 39919 **HEGIS:** 0515.00 **CIP:** 52.1399

Program Description

The dual-degree in MS in Human Capital Management and MS in Human Capital Analytics and Technology is a 45-credit program designed for those who wish to build a foundation in HR business competencies along with people analytics specializations. With a growing demand for human capital professionals with proficiency in analytics and HR-related technologies, this dual-degree addresses the industry needs for today and tomorrow. Students who pursue the dual-degree will begin their studies in the MS in Human Capital Management program and upon successful completion, will then begin their studies in the MS in Human Capital Analytics and Technology program in the Fall semester. International students can request a STEM-extension when they complete the MS in Human Capital Analytics and Technology program. The dual-degree can be completed in two years of full-time study or up to five years of part-time study, allowing maximum flexibility.

Admissions

Admission to master's programs at the NYU School of Professional Studies requires the completion of a U.S. bachelor's degree or its international equivalent. Admissions decisions are made through a holistic review process. Visit the SPS Admissions website (https://www.sps.nyu.edu/homepage/admissions/admissions-criteria-and-deadlines/graduate-programs.html) for detailed application requirements and deadlines.

Program Requirements

Course	Title	Credits
Dual Degree Core Requirements		
Human Capital Management Core		
HRCM1-GC 1300	Foundations of Human Capital Management Immersion	3
HRCM1-GC 1210	Quantitative Methods and Metrics for Decision Making	3
HRCM1-GC 1240	Human Resources Information Systems	1.5
HRCM1-GC 1310	Organizational Behavior	3
HRCM1-GC 1320	Business Strategy and Ethics	1.5
HRCM1-GC 1330	Business Communication	1.5
HRCM1-GC 2015	Managing Organizational Access and Engagement	3
HRCM1-GC 2025	Human Resource Analytics	1.5
HRCM1-GC 2200	International Human Resource Management	3
Human Capital Analytics and Technology Core		
HCAT1-GC 1005	Workforce Planning	3
HCAT1-GC 1010	Human Resources Information Systems	3
HCAT1-GC 1020	Managing Complex Projects	1.5
HCAT1-GC 1025	Managing the Analytics Function	3
Combined Electives		
HCM/HCAT Electives (see Electives below)		7.5
Capstone		
Human Capital Management Capstone		
Select one of the following:		3
HRCM1-GC 1901	Research Project: Thesis	
HRCM1-GC 4000	Spec Proj: Applied Human Resource Strategies	
HRCM1-GC 5000	Capstone Applied Project	
Human Capital Analytics and Technology Capstone		
HCAT1-GC 3000	Capstone Project	3
Total Credits		**45**

Electives

Students take 6 credits of elective coursework for the HCM degree. Students who choose the HCM thesis capstone must complete HRCM1-GC1900. Students then elect 1.5 credits of elective work for the HCAT degree.

HCM Electives

Course	Title	Credits
HRCM1-GC 1220	Financial Management	1.5
HRCM1-GC 1900	Research Process & Methodology	3
HRCM1-GC 2210	Dispute Resolution and Conflict Management	1.5
HRCM1-GC 2220	Total Rewards Strategy and Design	3
HRCM1-GC 2230	Employment Recruitment, Selection, and Retention	1.5
HRCM1-GC 2240	Foundations in Labor Relations and Employment Law	1.5
HRCM1-GC 2310	Managing Complex Initiatives	1.5
HRCM1-GC 2340	Applications in Organizational Development	1.5
HRCM1-GC 2350	Future Trends in Human Capital Management	1.5
HRCM1-GC 2400	Coaching Theory and Practice	1.5
HRCM1-GC 3021	Principles of Organization Design and Performance	3
HRCM1-GC 3022	Mergers and Acquisitions	1.5
HRCM1-GC 3207	Managing Organizational Leadership and Talent	3
HRCM1-GC 3500	Special Topics	1.5
HRCM1-GC 3510	Organizational Perspectives on Identity, Equity, and Power	1.5
HRCM1-GC 3550	Consulting Skills and Practice	1.5
HRCM1-GC 3400	Internship	3
HCAT1-GC 2010	Digital Workplace Design	1.5
HCAT1-GC 2025	Designing Agile Organizations	1.5

HCAT Electives

Course	Title	Credits
HCAT1-GC 2000	Current/Future Trends in Human Capital Analytics and Technology	1.5
HCAT1-GC 2005	Storytelling with Data	1.5

HCAT1-GC 2010	Digital Workplace Design	1.5
HCAT1-GC 2015	Intelligent Automation	1.5
HCAT1-GC 2020	Algorithmic Responsibility	1.5
HCAT1-GC 2025	Designing Agile Organizations	1.5
HCAT1-GC 2030	Internship	1.5

Sample Plan of Study

Course	Title	Credits
1st Semester/Term		
HRCM1-GC 1300	Foundations of Human Capital Management Immersion	3
HRCM1-GC 1310	Organizational Behavior	3
HRCM1-GC 1330	Business Communication	1.5
HRCM1-GC 1240	Human Resources Information Systems	1.5
Elective Course		1.5
Elective Course		1.5
	Credits	**12**
2nd Semester/Term		
HRCM1-GC 1210	Quantitative Methods and Metrics for Decision Making	3
HRCM1-GC 2200	International Human Resource Management	3
HRCM1-GC 1320	Business Strategy and Ethics	1.5
HRCM1-GC 2025	Human Resource Analytics	1.5
Elective Course		1.5
Elective Course		1.5
	Credits	**12**
3rd Semester/Term		
HRCM1-GC 2015	Managing Organizational Access and Engagement	3
HRCM1-GC 4000	Spec Proj: Applied Human Resource Strategies	3
	Credits	**6**
4th Semester/Term		
HCAT1-GC 1005	Workforce Planning	3
HCAT1-GC 1010	Human Resources Information Systems	3
HCAT1-GC 1020	Managing Complex Projects	1.5
Elective Course		1.5
	Credits	**9**
5th Semester/Term		
HCAT1-GC 1025	Managing the Analytics Function	3
HCAT1-GC 3000	Capstone Project	3
	Credits	**6**
	Total Credits	**45**

Learning Outcomes

Upon successful completion of the HCM program, graduates will:

1. Apply best practices in talent acquisition, performance management, total rewards, succession management and talent development
2. Analyze and forecast an organization's talent needs
3. Assess organizational climate to bring human capital expertise to business strategy implementation and change management.
4. Create learning and development solutions to increase manager and leader effectiveness.
5. Apply analytics and statistics in improving an organization's human capital practices.
6. Assess the quality of organizational ethics, inclusive climate and global competence to design and implement a training agenda to ensure organization's maturity on issues of diversity, inclusion and ethics.

Upon successful completion of the HCAT program, graduates will:

1. Analyze employee life cycle and assess skills needed to meet strategic business objectives.
2. Employ the complete spectrum of analytics activities: descriptive (what happened), diagnostic (why it happened), predictive (what will happen), and prescriptive (what should happen) to address specific human capital challenges.
3. Analyze relevant theoretical frameworks, strategies and tools to consider technology challenges from varied perspectives.
4. Adopt latest technologies to support decision making to advance the strategic goals of an organization.
5. Effectively communicate data-driven findings to organizational stakeholders in non-technical terms.
6. Apply data visualization techniques to effectively communicate information.
7. Justify algorithmically informed decisions to ensure ethical accountability and prevent unjust impacts.
8. Forecast impact of emerging technologies on business and social outcomes.
9. Demonstrate the business acumen, leadership, and communication skills necessary to build support and buy-in for human capital analytics and technology initiatives.
10. Partner with organizational leadership to leverage human capital management initiatives for competitive advantage.

Policies

NYU Policies

University-wide policies can be found on the New York University Policy pages (https://bulletins.nyu.edu/nyu/policies/).

School of Professional Studies Policies

Additional academic policies can be found on the School of Professional Studies academic policy pag (https://bulletins.nyu.edu/graduate/professional-studies/academic-policies/)e (https://bulletins.nyu.edu/graduate/professional-studies/academic-policies/).

Internship Course Policy

Students must complete a minimum of 18 credits and have a minimum GPA of 3.0 to be eligible to apply for the internship course.