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

**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 (30 credits) program and upon successful completion, will then begin their studies in the MS in Human Capital Analytics and Technology (15 credits) program in the Fall semester.  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

All applicants to the School of Professional Studies (SPS) are required to submit the general application requirements (https://www.sps.nyu.edu/homepage/admissions/admissions-criteria-and-deadlines/general-graduate-admissions-criteria.html), which include:

- Application Fee
- College/University Transcripts
- Résumé
- Statement of Purpose
- Degree Requirements
- Recommendations
- Kira Talent Assessment
- Degree-Specific Requirements
- English Language Assessment
- Pearson Versant English Placement Test
- International Transcript Evaluation
- International Student Visa Requirements

See degree specific application requirements (https://www.sps.nyu.edu/homepage/admissions/admissions-criteria-and-deadlines/graduate-programs.html) for instructions specific to this program.

## 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 Inclusion & Cultural Diversity | 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 | Agile Methods and Organization | 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 | Agile Methods and Organization | 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 Inclusion & Cultural Diversity | 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/).