

# HUMAN CAPITAL MANAGEMENT (MS)

NYSED: 29578 HEGIS: 0515.00 CIP: 52.1001

Department Website (<https://www.sps.nyu.edu/homepage/academics/masters-degrees/ms-in-human-capital-management.html>)

## Program Description

The MS in Human Capital Management (HCM) is a 30-credit SHRM-aligned program designed to address the growing demand for strategic human capital professionals with an emphasis in leveraging technology and analytics effectively. Taught by leading scholar-practitioners, this innovative course of study explores management and organizational behavior, data-driven metrics, managerial decision making, and business strategy and ethics, preparing students to lead and manage talent in today's fast-changing global organizations. Taken together, the MS in HCM provides graduate students with a significant competitive advantage in succeeding in an ever-evolving market.

The Master of Science in Human Capital Management can be completed in one year of full-time study (12 credits per semester) or up to five years of part-time study (3-6 credits per semester). This structure allows maximum flexibility for busy senior managers and executives to continue their education, as well as for recent college graduates who are just beginning their careers.

All students take a set of core courses, starting with a required 5-day immersion course, providing a solid foundation of HR business knowledge and skills. This core knowledge is complemented with electives where students can self-select their areas of expertise based upon personal interests and professional goals. Lastly, a required capstone experience allows students to synthesize the knowledge acquired throughout the program either through an extensive business simulation conducted in the special project course, or by completing a thesis.

## 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

The program requires the completion of 30 credits (Core Courses - 21 credits, Electives - 6 credits, Capstone - 3 credits).

Course	Title	Credits
<b>Core Requirements</b>		
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 2025	Human Resource Analytics	1.5
HRCM1-GC 2015	Managing Organizational Access and Engagement	3
HRCM1-GC 2200	International Human Resource Management	3
<b>Electives</b>		
Select 6 credits from the courses listed below. Students who choose the Thesis Capstone must complete HRCM1-GC1900.		
HRCM1-GC 1220	Financial Management	
HRCM1-GC 1900	Research Process & Methodology	
HRCM1-GC 2210	Dispute Resolution and Conflict Management	
HRCM1-GC 2220	Total Rewards Strategy and Design	
HRCM1-GC 2230	Employment Recruitment, Selection, and Retention	
HRCM1-GC 2240	Foundations in Labor Relations and Employment Law	
HRCM1-GC 2310	Managing Complex Initiatives	
HRCM1-GC 2340	Applications in Organizational Development	
HRCM1-GC 2350	Future Trends in Human Capital Management	
HRCM1-GC 2400	Coaching Theory and Practice	
HRCM1-GC 3021	Principles of Organization Design and Performance	
HRCM1-GC 3022	Mergers and Acquisitions	
HRCM1-GC 3207	Managing Organizational Leadership and Talent	
HRCM1-GC 3500	Special Topics	
HRCM1-GC 3510	Organizational Perspectives on Identity, Equity, and Power	
HRCM1-GC 3550	Consulting Skills and Practice	
HRCM1-GC 3400	Internship	
HCAT1-GC 2010	Digital Workplace Design	
HCAT1-GC 2025	Designing Agile Organizations	
<b>Capstone</b>		
Select one of the following:		
HRCM1-GC 1901	Research Project: Thesis	
HRCM1-GC 4000	Spec Proj: Applied Human Resource Strategies	
HRCM1-GC 5000	Capstone Applied Project	
<b>Total Credits</b>		<b>30</b>

## Sample Plan of Study

### Full-Time Plan

Course	Title	Credits
<b>1st Semester/Term</b>		
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		1.5
Elective Course #2		1.5
<b>Credits</b>		<b>12</b>
<b>2nd Semester/Term</b>		
HRCM1-GC 1210	Quantitative Methods and Metrics for Decision Making	3
HRCM1-GC 1320	Business Strategy and Ethics	1.5
HRCM1-GC 2025	Human Resource Analytics	1.5
HRCM1-GC 2200	International Human Resource Management	3
Elective Course #3		1.5
Elective Course #4		1.5
<b>Credits</b>		<b>12</b>
<b>3rd Semester/Term</b>		
HRCM1-GC 2015	Managing Organizational Access and Engagement	3
HRCM1-GC 4000	Spec Proj: Applied Human Resource Strategies	3
<b>Credits</b>		<b>6</b>
<b>Total Credits</b>		<b>30</b>

### Part-Time Plan

Course	Title	Credits
<b>1st Semester/Term</b>		
HRCM1-GC 1300	Foundations of Human Capital Management Immersion	3
HRCM1-GC 1240	Human Resources Information Systems	1.5
HRCM1-GC 1330	Business Communication	1.5
<b>Credits</b>		<b>6</b>
<b>2nd Semester/Term</b>		
HRCM1-GC 1210	Quantitative Methods and Metrics for Decision Making	3
HRCM1-GC 2200	International Human Resource Management	3
<b>Credits</b>		<b>6</b>
<b>3rd Semester/Term</b>		
HRCM1-GC 1310	Organizational Behavior	3
HRCM1-GC 2015	Managing Organizational Access and Engagement	3
<b>Credits</b>		<b>6</b>
<b>4th Semester/Term</b>		
HRCM1-GC 1320	Business Strategy and Ethics	1.5
HRCM1-GC 2025	Human Resource Analytics	1.5
Elective Course #1		1.5
Elective Course #2		1.5
<b>Credits</b>		<b>6</b>
<b>5th Semester/Term</b>		
HRCM1-GC 4000	Spec Proj: Applied Human Resource Strategies	3
Elective Course #3		1.5
Elective Course #4		1.5
<b>Credits</b>		<b>6</b>
<b>Total Credits</b>		<b>30</b>

## Learning Outcomes

Upon successful completion of the 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.

## 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/>) (<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.