

# 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   |

### Electives

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   |
| HRCM1-GC 2010 | Digital Workplace Design                                   |
| HRCM1-GC 2025 | Designing Agile Organizations                              |

### 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                     |

**Total Credits** 30

## 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> |

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/>)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.

## 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.