

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 specialized expertise in leveraging technology and analytics effectively in order to lead and manage talent in today's global organizations. 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. This unique mix of program attributes provides graduate students with a significant competitive advantage to succeed in the fast-changing world of business. The Master of Science in Human Capital Management can be completed in one year of full-time study or to five years of part-time study, allowing maximum flexibility for busy senior managers and executives, as well as for recent college graduates who are just beginning their careers.

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

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

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

Course	Title	Credits
Core Requirements		
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 Inclusion & Cultural Diversity	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.		6
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	Agile Methods and Organization	
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
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		1.5
Elective Course #2		1.5
Credits		12
2nd Semester/Term		
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
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
Total Credits		30

Part-Time Plan

Course	Title	Credits
1st Semester/Term		
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
Credits		6
2nd Semester/Term		
HRCM1-GC 1210	Quantitative Methods and Metrics for Decision Making	3
HRCM1-GC 2200	International Human Resource Management	3
Credits		6
3rd Semester/Term		
HRCM1-GC 1310	Organizational Behavior	3
HRCM1-GC 2015	Managing Inclusion & Cultural Diversity	3
Credits		6
4th Semester/Term		
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
Credits		6
5th Semester/Term		
HRCM1-GC 4000	Spec Proj: Applied Human Resource Strategies	3
Elective Course #3		1.5
Elective Course #4		1.5
Credits		6
Total Credits		30

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/>)e (<https://bulletins.nyu.edu/graduate/professional-studies/academic-policies/>).