

HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT (MS)

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

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

Program Description

The Master of Science in Human Resource Management and Development (HRMD) prepares students to become strategic business professionals with specialized expertise in effectively leading and managing talent in today's global organizations. Taught by leading scholar-practitioners in human capital management, the program explores the principles of management and organizational behavior, introduces students to data-driven metrics and managerial decision making, and delves into business strategy and ethics to provide students with a significant competitive advantage to succeed in the fast-changing world of business.

The Human Resource Management and Development master's is offered through the Human Capital Management department (<https://www.sps.nyu.edu/homepage/academics/divisions-and-departments/division-of-programs-in-business.html>) within the Division of Programs in Business (<https://www.sps.nyu.edu/homepage/academics/divisions-and-departments/division-of-programs-in-business.html>).

Our curriculum aligns with the SHRM professional body of knowledge, science, and field tested competencies targeted for a successful human capital management career.

All students take a set of core courses, which provide a solid foundation of business knowledge and skills. This core knowledge is complemented with an area of concentration that is selected based upon personal interests and professional goals. The concentration options are: Human Resource Management; Organizational Effectiveness; Global Talent Management; and Learning, Development, and Executive Coaching. Students also have the ability to take at least one elective course as part of the program. 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.

The degree may be completed online, on-site, or through a combination of these formats. With courses offered during evenings and on weekends, the Master of Science in Human Resource Management and Development can be completed in two years of full-time study or in up 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.

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 42 credits, comprised of the following:

| Course | Title | Credits |
|--|--|-----------|
| Core Requirements | | |
| HRCM1-GC 1200 | Managing in a Global Economy | 3 |
| HRCM1-GC 1210 | Quantitative Methods and Metrics for Decision Making | 3 |
| HRCM1-GC 1220 | Financial Management | 3 |
| HRCM1-GC 1240 | Information Technology | 3 |
| HRCM1-GC 1300 | Foundations of Human Resource Management | 3 |
| HRCM1-GC 1310 | Organizational Behavior | 3 |
| HRCM1-GC 1320 | Business Strategy & Ethics | 3 |
| HRCM1-GC 1330 | Business Writing and Presentations | 3 |
| Concentration Courses | | |
| Select one of the following concentrations and complete four courses: | | 12 |
| Human Resource Management | | |
| Organizational Effectiveness | | |
| Learning, Development, and Executive Coaching | | |
| Global Talent Management | | |
| Electives | | |
| Select one additional course from any of the concentrations, an internship, the courses listed below or from the special topics courses offered periodically | | 3 |
| HRCM1-GC 2600 | Making Social Entrepreneurship Happen | |
| HRCM1-GC 3400 | Internship | |
| Capstone | | |
| Select one of the following: | | 3 |
| HRCM1-GC 1901 | Research Project: Thesis | |
| HRCM1-GC 4000 | Spec Proj: Applied Human Resource Strategies | |
| Total Credits | | 42 |

Concentrations

Human Resource Management

| Course | Title | Credits |
|--|---|---------|
| Students select four of the following courses: | | 12 |
| HRCM1-GC 1900 | Research Process & Methodology | |
| HRCM1-GC 2015 | Managing Inclusion & Cultural Diversity | |
| HRCM1-GC 2200 | International Human Resource Management | |
| HRCM1-GC 2210 | Dispute Resolution & Conflict Management | |
| HRCM1-GC 2220 | Compensation & Benefits: Strategy & Plan Design | |
| HRCM1-GC 2230 | Adv Employee Recruitmnt, Selection, & Retention | |
| HRCM1-GC 2240 | Advanced Labor Relations & Employment Law | |
| HRCM1-GC 2350 | The Future of Human Resource Management: Innovation | |

Organizational Effectiveness

| Course | Title | Credits |
|--|---|---------|
| Students select four of the following courses: | | 12 |
| HRCM1-GC 1900 | Research Process & Methodology | |
| HRCM1-GC 2015 | Managing Inclusion & Cultural Diversity | |
| HRCM1-GC 2025 | Human Resource Analytics | |
| HRCM1-GC 2300 | Leadership & Team Building | |
| HRCM1-GC 2310 | Managing Complex Change | |
| HRCM1-GC 2320 | Organizational Theory & Practice | |
| HRCM1-GC 2330 | Organizational Assessment and Analysis | |
| HRCM1-GC 2340 | Applications in Organization Development | |
| HRCM1-GC 2350 | The Future of Human Resource Management: Innovation | |

Learning, Development, and Executive Coaching

| Course | Title | Credits |
|--|---|---------|
| Students select four of the following courses: | | 12 |
| HRCM1-GC 1900 | Research Process & Methodology | |
| HRCM1-GC 2025 | Human Resource Analytics | |
| HRCM1-GC 2400 | Foundations of Coaching & Coaching Theory | |
| HRCM1-GC 2410 | Coaching Skills & Techniques | |

| | |
|---------------|--|
| HRCM1-GC 2420 | Managerial & Executive Coaching |
| HRCM1-GC 2430 | Small Business Coaching |
| HRCM1-GC 2440 | Prin & Prac in Online Course Prod & Delivery |

Global Talent Management

| Course | Title | Credits |
|--|---|---------|
| Students select four of the following courses: | | 12 |
| HRCM1-GC 1900 | Research Process & Methodology | |
| HRCM1-GC 2200 | International Human Resource Management | |
| HRCM1-GC 2500 | Measuring the Impact of Talent Management | |
| HRCM1-GC 2510 | Succession Management | |
| HRCM1-GC 2515 | Talent Assessment: Approaches and Tools | |
| HRCM1-GC 2520 | Global Selection | |
| HRCM1-GC 2525 | Aligning Talent Management to Strategy | |
| HRCM1-GC 2530 | GTM: Leading a Strategic Initiative | |
| HRCM1-GC 3021 | Principles of Organization Design and Performance | |
| HRCM1-GC 3022 | Mergers & Acquisitions | |
| HRCM1-GC 3207 | Global Talent Management | |

Sample Plan of Study

| Course | Title | Credits |
|--------------------------|--|----------------|
| 1st Semester/Term | | |
| HRCM1-GC 1300 | Foundations of Human Resource Management | 3 |
| HRCM1-GC 1200 | Managing in a Global Economy | 3 |
| HRCM1-GC 1330 | Business Writing and Presentations | 3 |
| Concentration Course #1 | | 3 |
| | | Credits |
| | | 12 |
| 2nd Semester/Term | | |
| HRCM1-GC 1310 | Organizational Behavior | 3 |
| HRCM1-GC 1220 | Financial Management | 3 |
| HRCM1-GC 1210 | Quantitative Methods and Metrics for Decision Making | 3 |
| Concentration Course #2 | | 3 |
| | | Credits |
| | | 12 |
| 3rd Semester/Term | | |
| HRCM1-GC 1240 | Information Technology | 3 |
| HRCM1-GC 1320 | Business Strategy & Ethics | 3 |
| Concentration Course #3 | | 3 |
| Concentration Course #4 | | 3 |
| | | Credits |
| | | 12 |
| 4th Semester/Term | | |
| HRCM1-GC 4000 | Spec Proj: Applied Human Resource Strategies | 3 |

| | |
|----------------------|-----------|
| Elective | 3 |
| Credits | 6 |
| Total Credits | 42 |

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.