

MASTER OF SCIENCE IN HUMAN RESOURCES

HUMAN RESOURCES/ORGANIZATIONAL DEVELOPMENT CORE (9 credits):

HURE 6100	Human Resources Information Systems and Analytics
HURE 6110	Human Resources/Organizational Development Metrics
HURE 6590	Strategic Human Resource Management

CHOOSE YOUR SPECIALIZATION (12 credits)

ORGANIZATIONAL DEVELOPMENT

Must complete 3 courses from:

HURE 6210	Organizational Development
HURE 6215	Change Leadership
HURE 6230	Data-driven Organizational Improvement
HURE 6535	Diversity in Organizations

And must complete 2 courses from:

MBA 6140	Leading People and Change
MBA 6150	Leading Innovation and Creativity
MBA 6160	Leadership Coaching and Development

STRATEGIC HUMAN RESOURCE LEADERSHIP

Must complete 3 courses from:

HURE 6215	Change Leadership
HURE 6535	Diversity in Organizations
MANA 6110	Leadership, Motivation and Organizational Change
HURE 6125	Negotiations

And must complete 2 courses from:

MBA 6140	Leading People and Change
MBA 6150	Leading Innovation and Creativity
MBA 6160	Leadership Coaching and Development

TALENT MANAGEMENT

Must complete 4 courses from:

HURE 5003	Employment Law
HURE 5010	Strategic Compensation and Rewards
HURE 5080	Training and Development
HURE 6530	Talent Acquisition and Management
HURE 6535	Diversity in Organizations

CAREER ELECTIVES (9 credits)

Courses from any other specialization and/or:

HURE 5005	Employee Benefit Systems
HURE 5020	Labor Relations and Collective Bargaining
HURE 5140	International Human Resources Management
HURE 6170	Ethical Issues, Regulatory Environment and Human Resource Management
ACCO 6100	Managerial Accounting
ECON 6100	Managerial Economics

BUAD 6000	Accounting and Finance for the Non-Financial Manager
BUAD 6005	Economic Foundations for Marketing Decisions
FINA 6100	Financial Management
INBU 5951	Marquette Led Travel and Study Abroad in International Business
INBU 6951	International Study in Business:
INSY 6153	Project Management

LEDR 6005	Self-Leadership
MANA 6115	Change Leadership in Self and Organizations
MANA 6140	International Management
MANA 6170	Global Environment of Business
MARK 6100	Marketing Management
OSCM 6100	Operations and Supply Chain Management
And up to 3 BUAD skills courses	

A 30-credit degree



Graduate School of Management



THE BEST BUSINESS SCHOOLS IN THE WORLD

MS IN HUMAN RESOURCES AND ORGANIZATIONAL DEVELOPMENT

An organization's employees are its greatest asset. Today more than ever, companies worldwide are struggling to attract and retain talent, and then manage that talent in order to achieve organizational objectives. The mission of Master of Science in Human Resources at Marquette University is to prepare entry and advanced-level business leaders capable of leveraging human talent to achieve organizational success. We launch and help advance our student's careers by providing them the technical and leadership competencies needed to put plans into action—to effectively motivate, initiate and affect change—on an international scale. Our core curriculum focusses on aligning people with organizational strategy and demonstrating a line of sight between people processes and business success. Beyond this core, students choose a specialization that allows them to align their education with their goals and interests. These are supplemented with choices from a broad array of electives that allow them to tailor their education even further. The specializations are described below.

ORGANIZATIONAL DEVELOPMENT

The Organizational Development specialization is designed for those who may work outside of a traditional HR role to improve organizational performance through people-related activities such as individual and organizational learning, process improvement and facilitation, team and inter-team activities, survey feedback, and organizational-wide interventions. Coursework focusses on developing key consultation and leadership competencies needed to plan, implement and evaluate these evidence-based approaches to organizational improvement. Employment opportunities center on consulting and jobs such as Organizational Development Specialist/Manager/Director, Change Management Analyst, Org. Improvement Manager, Director of Development and Organizational Improvement, and Consultant.

STRATEGIC HR LEADERSHIP

The Strategic HR Leadership specialization is designed for the more seasoned HR professional and those looking to advance to senior and executive positions in the field of Human Resources Management. The focus of this specialization is on providing you with the competencies necessary to assume advanced leadership roles within HR, develop strategic HR initiatives and become a global business partner. Coursework focusses on developing key leadership skills in the areas of change, innovation, and coaching, as well as negotiations and global HRM. Employment opportunities include job titles such as Senior Strategic Business Partner, HR Director, VP of HR, and Chief Human Resources Officer.

TALENT MANAGEMENT

The Talent Management specialization is designed for those interested in jump starting a career in Human Resources Management and current HR Specialists seeking to broaden their skill set in order to advance in their careers. The focus of this specialization is on providing you with the competencies and functional expertise needed to deliver HR solutions directly to managers and employees. Coursework focusses on implementing key HR deliverables in the areas of talent acquisition, training and development, total rewards, and legal risk management. Employment opportunities in the talent management arena include HR specialist and analyst roles in staffing, recruiting, training and development, and generalist roles as an HR Business Partner, Administrator, Coordinator, Representative, and Manager.

MSHR/JD

The combined MSHR/ JD provides an excellent background for law students seeking to work in human resources for either public or private sector employers. The MSHR/JD program provides a valuable configuration of skills on both the management and legal side of human resources. Coursework focusses on key areas of HR practice such as strategic compensation, strategic staffing, talent management and management of organizational change. When combined with the law degree (JD) this offers tremendous versatility in career options. Examples of typical job opportunities include in-house legal counsel, legal consultant for HR staffing companies and temporary employment firms, and traditional HR positions in highly regulated industries. This program enables students to earn both degrees in less time than if each degree were pursued separately.

ACCELERATED 'BACHELORS—MASTERS' DEGREE PROGRAMS

These unique programs allow Marquette University students to earn both a Master of Science in Human Resources and an undergraduate degree with in Human Resources, Psychology, or Corporate Communications within five years. Students begin graduate work in their senior year by taking graduate level courses that can 'double-count' toward their undergraduate and graduate degrees. The remaining course work is completed in the student's fifth year.

For more information, contact:

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