



Master of Science in Human Resource Management (MSHRM)

The Master of Science in Human Resource Management (MSHRM) is a specialized professional program designed to offer the student an opportunity to obtain proficiency in contemporary human resource management concepts, activities, and skills, particularly as they are applied to developing and executing human resource management systems in support of strategic organizational objectives.

As a result of successfully completing the MSHRM program, graduates should improve their ability to apply problem-solving skills to designing human resource management systems that fit the strategic objectives of organizations and to use written and verbal communication skills effectively to communicate the results of their problem-solving analyses and recommendations.

Business Foundations for the MSHRM

Business Foundation Requirements for the MSHRM

1. The foundation course requirements to enter the MSHRM degree program ensure that students have acquired a common body of knowledge in business administration.

a. Candidates for admission to the MSHRM degree program must within eight years of enrolling in the MSHRM program have earned an undergraduate degree in business administration from a school holding ACBSP or AACSB specialized accreditation for its business degree program.

OR

b. Before attempting 6000-level course work, the student will have successfully completed, within eight years of enrolling in the MSHRM program, all courses or their equivalent in the following subject areas from a school holding ACBSP or AACSB specialized accreditation for its degree program:

- Principles of Management
- Principles of Marketing
- Managerial Finance
- Accounting (principles of financial and managerial accounting or their equivalent)
- Legal Environment
- Microeconomics
- Statistics
- Global Business Issues
- Information Systems (or documented completion of an MS Office workshop/certification, minimally in Word and Excel)

2. If the foundation course requirement is not satisfied by either paragraphs 1.a or 1.b above, to include the restrictions related to currency (i.e., within eight years of initial enrollment in the MSM program) and specialized accreditation, then unless specifically waived by the MSHRM Program Director based upon relevancy of professional business experience subsequent to the award of a four-year business degree, the following MSHRM foundation courses must be successfully completed with a "B" grade or better through TROY prior to enrolling in 6000-level courses for which they are identified as prerequisite courses:

- BUS 5502 3 Fundamentals of Accounting and Finance
- BUS 5503 3 Fundamentals of Economic Analysis and Business Law
- BUS 5504 3 Fundamentals of Management and Marketing
- BUS 5505 3 Fundamentals of Information Systems and Quantitative Methods

3. If the content of the MSHRM foundation coursework has been completed and, (1) the content is more than eight years old, or (2) the content of the foundation courses was completed at a school without ACBSP or AACSB specialized accreditation for its business degree programs, the student may attempt to qualify for a waiver of these two requirements by achieving a satisfactory score on the

Educational Testing Service Major Field Tests in Business (Undergraduate). A satisfactory score is defined as no less than one half standard error of the mean below the national average reported at the time the exam is attempted. For this catalog year, a score of 146 is acceptable.

Admission Requirements for the Master of Science in Human Resource Management

Unconditional Admission

1. Students applying for admission must provide official transcripts from all universities attended.
2. Applicants who have completed a master's or higher degree from a regionally accredited university may be admitted unconditionally. (No graduate admission test scores are required.) Official transcripts from all universities attended must be submitted, to include an official transcript showing completion of a master's or higher degree.
3. A bachelor's degree from a regionally accredited college or university is required. (Students with a baccalaureate degree from an unaccredited or otherwise accredited institution should see Unaccredited or Otherwise Accredited Student Admissions.)
4. Applicants must have achieved at least 2.5 GPA on all undergraduate work or at least 3.0 GPA on the last 30 semester hours.
5. Official graduate admission exam results (GMAT, GRE [verbal and quantitative]), must be on file (except for applicants with a previous masters or higher degree; see #2 above). The GMAT score must be 500 or better; the GRE score (verbal and quantitative) must be 900 or better.
6. A letter of recommendation is required with all applications for the MSHRM program. The individual's potential for success in the MSHRM program, his/her professional, managerial or administrative experience, as well as his/her written and oral communication skills, must be addressed.

Conditional Admission

Students not satisfying the minimum graduate admission test score and grade point average requirements for unconditional admission may be conditionally admitted to the program. After the student completes the first three graduate (5000-6000 level) courses with a "B" or better average, the student will be granted unconditional admission. Students not satisfying conditional admission requirements will be dropped from the program for one calendar year, after which time the student must petition for readmission. A letter of recommendation is required with all applications for the MSHRM program. The letter should address the individual's potential for success in the MSHRM program as well as his/her written and oral communication skills.

Transfer Credit

A maximum of two courses (six semester hours) taken at another regionally accredited institution, each with a grade of "B" or better, can be applied toward the degree. Note that the capstone course HRM 6698 Strategic Human Resource Management must be taken with Troy University and will not be accepted as transfer credit from another institution. These courses must be comparable in catalog description to Troy courses and approved by the appropriate dean/ associate dean /department chair.

Requirements for Admission to Candidacy

To be admitted to candidacy, students must have a 3.0 GPA on all work attempted. Unconditionally admitted graduate students must apply for admission to candidacy within the first eighteen semester hours of graduate coursework and complete any additional requirements outlined for the specific degree program. If not completed within the first eighteen hours, a hold will be placed on the student's registration until Degree Plan/Admission to Candidacy process is completed.

Degree Requirements

All graduates from the MSHRM program must successfully complete the nine-course core listed below and one additional elective course suitable to the student's academic and employment background and specific career objectives. If the student makes a "D" or "F" in a core course, the course must be retaken. If the student makes a "D" or "F" in an elective course, the course may be retaken or another elective taken in its place. Students must achieve an overall grade point average (GPA) of 3.0 or better to fulfill requirements for the degree. The MSHRM degree program is a non-research oriented masters degree that requires an understanding of the accepted professional practices in the field of human resource management. This program provides students with the opportunity to gain an understanding of the subject matter that will enhance their career opportunities.

Curriculum—30 Semester Hours

All courses offer three semester hours of credit except HRM 6625, 6626, and 6627. Students graduating with MSHRM degree will have completed the following 30 semester hour curriculum.

Prerequisite Courses: (non-business undergraduate degree)

Four 5500 courses or other SCOB equivalent (may test out) – see Adviser

Required core courses: (27 sh)

HRM 6601 3 Legal Environment of Employment Decisions

HRM 6603 3 Human Resource Management

HRM 6622 3 Workforce Planning & Staffing

HRM 6623 3 Training and Development of Human Resources Management

HRM 6632 3 Compensation and Benefits

HRM 6635 3 Employee Relations and Safety

MGT 6671 3 Organizational Behavior

MGT 6681 3 Organizational Change and Development

HRM 6698 3 Strategic Human Resource Management (capstone course)

Elective Courses: (3 sh)

(Select One)

HRM 6604 3 Labor Law

HRM 6619 3 Seminar in Human Resource Administration

HRM 6625 3 Specialized Study in the Area of Human Resource Management

HRM 6645 3 International Human Resource Management

HRM 6689 3 HRM Internship

IS 6679 3 Management Information Systems

MGT 6674 3 Ethics in Business

MGT 6675 3 Theory of Organizations

MGT 6682 3 Leadership and Motivation

MGT 6696 3 Financial Analysis

**For complete degree program information,
please refer to the 09/10 Graduate Catalog.**