

## **Proposal for MBA in Human Resource Management**

In the 21st century, Human Resource Management (HRM) is about more than staffing, compensation, and benefits. Human Resource Managers are tasked with finding and attracting diverse and global talent, creating fair and safe workplaces for all employees, developing and maintaining employees through their career stages, and helping people thrive in changing work environments. OSU's MBA in Human Resource Management includes coursework that spans the traditional functions of the HR office, including best practices related to recruiting, hiring, on-boarding, and compensation and benefits. Moreover, the MBA in HRM emphasizes evidence-based, data-driven practices and skills for confidently implementing new workforce initiatives within organizations. HRM professionals increasingly rely on analytics to inform successful initiatives and are expected to understand the science of decision-making and influence, biases related to social judgements in the workplace, and the changing legal landscape within the US and abroad. The MBA in HRM provides both specific and recognized skills for individuals pursuing careers in HRM, as well as the broader business knowledge necessary for managing 21<sup>st</sup> century organizations.

### **Option Learning Goals**

- Develop a strategic plan for the human resource needs of an organization based on its goals and objectives.
- Evaluate human resource data such as demographics, job characteristics, compensation, and satisfaction using appropriate analytical techniques.
- Outline HRM legal obligations confronting organizations.
- Critique recruitment and selection methodologies of an organization.

### **Human Resource Management Coursework:**

#### **Core 1 (15 credits)**

BA 513	Business Legal Environment (3)
BA 514	Operations Management (3)
BA 515	Managerial Decision Tools (3)
BA 516	Creating Value in Exchange (3)
BA 517	Markets and Valuation (3)

Note: Core-1 requirements may be waived if a candidate has a recent undergraduate major in business, or has completed equivalent coursework within an undergraduate business minor.

#### **Core 2 (27 credits)**

BA 528	Financial & Cost Analysis (3)
BA 540	Corporate Finance (3)
BA 550	Organizational Leadership and Management (3)
BA 555	Practical Business Analysis (3)
BA 561	Supply Chain Management (3)
BA 569	Advanced Strategic Management (3)
BA 572	Advanced Information Systems (3)
BA 590	Marketing Management (3)
MGMT559	Managing Ethics & Corporate Social Responsibility (3)

**Required HRM Coursework (18 credits)**

MGMT 448/548	Employee Recruitment and Selection (S/4)
MGMT 449/549	Compensation Management (S/4)
MGMT 453/553	Human Resources Management (S/4)
MGMT 574	Negotiations (3)
BA 573	Data Analytics for Competitive Advantage (3)

(S/4) denotes a 4-credit slash course.

Proposed Corvallis (9-month) for Human Resource Management (45-credits)

Fall	Winter	Spring
<b>BA 528</b>	MGMT 453/553 (S/4)	<b>BA 569</b>
<b>BA 550</b>	<b>BA 561</b>	<b>BA 572</b>
<b>BA 555</b>	MGMT 574	<b>MGMT 559</b>
BA 573	<b>BA 590</b>	MGMT 448/548 (S/4)
<b>BA 540</b>		MGMT 449/549 (S/4)

All courses are 3-credits unless otherwise specified, where S/4 denotes a slashed 4-credit course.

Core 2 courses in **bold**.