Human Resource Management

Contact Information
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Office Location: UHB 4060

• Master of Science
• Graduate Certificate

The Master’s Degree

Advising
New students must contact the department office for initial advising to plan a program of study that reflects their interests and satisfies degree requirements. All students are strongly encouraged to consult an academic advisor before enrolling in course work for any academic team.

Course Prerequisites
Students enrolled in courses for the online Graduate Accelerated Programs (GAP) must be registered and pay all tuition, fees, and assessments by the program’s deadline each semester.

Grading Policy
To be eligible to graduate with a Master’s in Human Resource Management (MSHRM) degree, a cumulative GPA of 3.0 or better is required for all MSHRM core and elective course work (30 total credit hours)

Students also should refer to the campus policy on Grades Acceptable Toward Master’s Degree, section of this catalog.

Program Learning Outcomes
1. Apply knowledge and key human resource management skills in the areas of employment law, staffing, and performance & compensation management
2. Articulate the strategic role of human resource management and labor relations in organizations
3. Develop professional writing and communication skills specific to staffing & recruitment, training & performance management, and negotiation
4. Analyze organizational issues from a global human resource perspective, synthesize appropriate human resource solutions, and evaluate results
5. Develop proficiency in HR data analytics and HR information systems

Requirements
Core Courses
MGT 531 Acquiring and Developing Talent 3
MGT 532 Performance Management 3
MGT 536 Human Resource Analytics 3
MGT 538 Strategic Human Resource Management 1 3
MGT 551 Fundamentals of Human Resource Management 3

Elective Courses (Choose five from the list below) 2 15
BUS 541 Organizational Behavior
BUS 552 Power
BUS 560 Topics in Human Resource Management
MGT 534 International Human Resource Management
MGT 572 Managing Compensation and Benefits
MGT 575 HR Information Systems
PAD 511 Collective Bargaining
PAD 568 Labor Arbitration and Dispute Resolution

Total Hours 30

1 Students must complete MGT 538 at UIS with a grade of B (3.0) or better. A grade of B- or lower is not acceptable in this course.
2 Any level course within the College (ACC/BUS/MGT/MIS) is an acceptable elective except MIS 513. (Prerequisites will apply). Any elective from another college requires approval with a Student Petition.

Master’s Closure
MGT 538 is the graduate closure course consistent with campus policy on completion of a master’s degree. This policy requires that students not completing MGT 538 must continue to enroll in BUS 584 (zero credit hours, one hour billable) each regular semester (fall/spring) until the course requirements are met.

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Online Degree
The online degree allows students to participate in dynamic, diverse, and interactive online learning communities and to complete their degrees via the Internet. The online format enables them to complete course work using the latest networked information technologies for increased access to educational resources, advisors, and materials with no on-campus visits required. The online degree follows the same curriculum as the on-campus degree.

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