***Twin Cities Campus***

# Human Resources and Industrial Relations M.A.

*CSOM Work & Organizations*

**Curtis L. Carlson School of Management**

Link to a list of faculty for this program.

**Contact Information:**
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Website: http://www.csom.umn.edu/master-human-resources

- Program Type: Master's
- Requirements for this program are current for Fall 2018
- Length of program in credits: 48
- This program does not require summer semesters for timely completion.
- Degree: Master of Arts

Along with the program-specific requirements listed below, please read the General Information section of the catalog website for requirements that apply to all major fields.

Human resources and industrial relations (HRIR) students study the employment relationship. Teaching and research are guided by the belief that the employment relationship must be investigated through the lenses of different disciplines using systems thinking. The professional master of arts degree is for individuals interested in private and public sector careers in human resource management, labor relations, and related fields.

The curriculum is structured around the core HRIR areas of staffing, training, and development; compensation and benefits; and labor relations and collective bargaining. It is rooted in key concepts from the social and behavioral sciences and business, such as organizational behavior and theory, labor market analysis, leadership, and strategy. Quantitative analysis of employment problems and issues are also included. Master's candidates are encouraged to choose electives to support a generalist orientation with key business knowledge.

## Accreditation

This program is accredited by Association to Advance Collegiate Schools of Business (AACSB).

## Program Delivery

This program is available:

- via classroom (the majority of instruction is face-to-face)

## Prerequisites for Admission

Other requirements to be completed before admission:
Entering students have undergraduate degrees in many subjects ranging from the fine arts to engineering. The most common undergraduate majors of incoming students are in the areas of psychology, business, economics, human resources management, human resource development, and speech communication.

An undergraduate course in microeconomics must be completed with a grade of at least C before matriculating.

**Special Application Requirements:**
Applicants must submit three letters of recommendation, a complete set of transcripts, a résumé, personal statements, and GRE or GMAT scores. Applicants whose native language is not English must also submit score results from the TOEFL or IELTS.

Students may enter the full-time M.A. program in the fall and the part-time M.A. program in either the fall or spring semesters. The application deadlines are June 15 for fall admission and October 15 for spring admission. The M.A. financial aid deadline for fall semester is February 1. Applicants are encouraged to apply early.

Applicants must submit their test score(s) from the following:

- GRE
- GMAT

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International applicants must submit score(s) from one of the following tests:

- TOEFL
  - Internet Based - Total Score: 79
  - Internet Based - Writing Score: 21
  - Internet Based - Reading Score: 19
  - Paper Based - Total Score: 550
- IELTS
  - Total Score: 6.5
  - Reading Score: 6.5
  - Writing Score: 6.5

Key to test abbreviations(GRE, GMAT, TOEFL, IELTS).

For an online application or for more information about graduate education admissions, see the General Information section of the catalog website.

## Program Requirements

**Plan C:** Plan C requires 40 major credits and 8 credits outside the major.The is no final exam.

This program may be completed with a minor.

Use of 4xxx courses towards program requirements is not permitted.

A minimum GPA of 2.80 is required for students to remain in good standing.

At least 2 semesters must be completed before filing a Degree Program Form.

The MA is offered as a coursework-only program with day (full-time) and evening (part-time) options. Major coursework includes 6001, 6111, 6301, 6401, 6441, 6501, 6701, 6801, and elective credits in HRIR. At least 8 credits must be earned in related fields. Commonly selected related fields include accounting, finance, operations management, managerial communications, economics, human resource development, law, psychology, public affairs, sociology, and research methods.

**Core Courses**

24 credits required

HRIR 6001 - Business Principles for the HRIR Professional (4.0 cr)
HRIR 6111 - Statistical Foundations of People Analytics (4.0 cr)
HRIR 6301 - Organizational Staffing and Employee Development (3.0 cr)
HRIR 6401 - Organizational Theory Foundations for HRIR (2.0 cr)
HRIR 6441 - Organizational Behavior Foundations for HRIR (2.0 cr)
HRIR 6501 - Compensation and Benefits (3.0 cr)
HRIR 6701 - Labor Relations and Collective Bargaining (3.0 cr)

**Capstone**

HRIR 6801 - MHRIR Experiential Learning Capstone (3.0 cr)

**Economic Issues Analysis**

2 credits required

HRIR 5655 - Public Policies on Work and Pay (3.0 cr)
*or* HRIR 5662 - Personnel Economics (2.0 cr)

**Electives**

Take 20 or more credit(s) including 2 or more sub-requirements(s) from the following:

**Related Field**

Take 8 or more credit(s) from the following:

- MCOM 5400 - Presentation Skills and Storytelling for Business (2.0 cr)
- MBA 6031 - Financial Accounting (3.0 cr)
- MBA 6221 - Supply Chain & Operations (3.0 cr)
- MBA 6231 - Financial Management (3.0 cr)
- MBA 6211 - Marketing Management (3.0 cr)
- MBA 6301 - Strategic Management (3.0 cr)
- MBA 6315 - The Ethical Environment of Business (2.0 cr)
- MCOM 5515 - Persuasive Writing in Business (2.0 cr)
- MCOM 5535 - Strategies and Skills for Managerial Presentations (2.0 cr)

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- MGMT 6004 - Negotiation Strategies (2.0 cr)
- MGMT 6033 - Strategy Implementation (2.0 cr)
- MGMT 6041 - Competing Globally (2.0 cr)
- MGMT 6055 - Management of Innovation and Change (2.0 cr)
- OLPD 5048 - Cross-Cultural Perspectives on Leadership (3.0 cr)
- OLPD 5201 - Strategies for Teaching Adults (3.0 cr)
- OLPD 5202 - Perspectives of Adult Learning and Development (3.0 cr)
- OLPD 5611 - Facilitation and Meeting Skills (1.0 cr)
- OLPD 5616 - Instructional Design for e-Learning (3.0 cr)
- OLPD 5619 - Planning and Decision-Making Skills (1.0 cr)
- OLPD 5816 *{Inactive}*(3.0 cr)
- OLPD 5829 *{Inactive}*(2.0 cr)
- OLPD 5033 - Foundations of Individual/Organizational Career Development (3.0 cr)
- IDSC 6471 - Knowledge Management (2.0 cr)
- IDSC 6041 - Information Technology Management (2.0 cr)
- IDSC 6481 - Managerial Decision Making (2.0 cr)
- LAW 6203 - Labor Law (3.0 cr)
- LAW 6631 - Employment Discrimination (3.0 cr)
- LAW 6632 - Employment Law (3.0 cr)
- LAW 6833 - Alternative Dispute Resolution (3.0 cr)
- MILI 6992 - Healthcare Delivery Innovations:Optimizing Cost and Quality (2.0 cr)
- PA 5251 - Strategic Planning and Management (3.0 cr)
- PA 5401 - Poverty, Inequality, and Public Policy (3.0 cr)
- PUBH 6102 - Issues in Environmental Health (2.0 cr)
- PUBH 6120 - Injury Prevention in the Workplace, Community, and Home (2.0 cr)
- PUBH 6170 - Introduction to Occupational Health and Safety (3.0 cr)
- PUBH 6542 - Management of Health Care Organizations (3.0 cr)
- SCO 6041 - Project Management (2.0 cr)
- IBUS 5xxx
- MGMT 6035 - Complex and Cross-Cultural Negotiations (2.0 cr)
- IBUS 6xxx
- MSBA 6250 - Analytics for Competitive Advantage (3.0 cr)
- OLPD 5501 - Principles and Methods of Evaluation (3.0 cr)

- **HRIR Electives**

Take 12 or more credit(s) from the following:

- HRIR 5000 - Topics in HRIR (2.0 cr)
- HRIR 5222 - Creating and Managing Diversity and Inclusion (2.0 cr)
- HRIR 5252 - Employment and Labor Law for the HRIR Professional (2.0 cr)
- HRIR 5442 - Employee Performance Management (2.0 cr)
- HRIR 5443 - Principles of Effective Coaching (2.0 cr)
- HRIR 6000 - Graduate Topics in Human Resources and Industrial Relations (1.0 - 8.0 cr)
- HRIR 6114 - HR Technology (2.0 cr)
- HRIR 6223 - International Human Resource Management (2.0 cr)
- HRIR 6302 - Managing Selection and Staffing Processes (2.0 cr)
- HRIR 6303 - Managing Organizational Training Processes (2.0 cr)
- HRIR 6304 - Managing Employee Development Processes (2.0 cr)
- HRIR 6444 - Employee Engagement and Wellbeing (2.0 cr)
- MGMT 6465 - Leadership and Personal Development (2.0 cr)
- HRIR 6484 - Management of Teams (2.0 cr)
- HRIR 6502 - Rewards Management Strategies (2.0 cr)
- HRIR 6503 - Employer-Sponsored Employee Benefit Programs (2.0 cr)
- HRIR 6504 - Executive Compensation (2.0 cr)
- HRIR 5992 - Independent Study in Human Resources and Industrial Relations (1.0 - 8.0 cr)

**Joint- or Dual-degree Coursework:**MBA/MA-HRIR Student may take a total of 24 credits in common among the academic programs.

## Program Sub-plans

A sub-plan is not required for this program.
Students may not complete the program with more than one sub-plan.

### Evening

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