

2016

M.B.A. in Human Resource Management 2016

Nova Southeastern University

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M.B.A. in Human Resource Management

Course Descriptions 2016

[Course Descriptions](#)

Full-Time professionals are available to discuss the M.B.A. in Human Resource Management curriculum with you in greater detail. Simply call 800.672.7223 Ext. 25168 or contact our [Enrollment Services Staff](#).

HRM 5310 Managing Human Resources (3 cr.)

Students will gain a working knowledge of planning, organizing, and managing human resource systems; and will gain hands-on abilities to design, direct, and assess human resource systems in enhancing relationships with internal and external customers, leading to organizational effectiveness.

HRM 5380 Employee Relations (3 cr.)

An in-depth examination of labor relations, covering collective bargaining, contract negotiation, contract administration, mediation, arbitration, and other types of dispute resolution case problems based on actual situations that are utilized to acquaint students with union-management relations. Prerequisite: HRM 5375.

HRM 5365 Talent Management (3 cr.)

This course focuses on the strategies and tools that human resource professionals use to create organizational excellence by identifying high quality talent; creation of technological strategies to recruit high quality talent; development of systems that will provide highest levels of both personal and professional development and growth within the organization; creation of promotional and cross-functional systems that will talent strength the organization; development of retention strategies that tie rewards to performance of talent; creation of workforce planning systems that will provide succession planning of best talent within the organization; and utilization of technological systems to support these functions within human resources. Prerequisite: HRM 5310 or HRM 5030.

HRM 5375 Managing Total Rewards (3 cr.)

This course examines the strategies and options available to maintain employee health, as well as compensation administration. Job evaluation, incentive systems, and work sampling will be considered. A strong course focus will be on pay for performance. Innovative approaches that have been used by a variety of organizations will be studied. Prerequisite: HRM 5310 or HRM 5030.

HRM 5360 Human Resource Development (3 cr.)

This course addresses the entire range of topics that have traditionally been included in an organization's HRD function such as designing systems of instruction as well as content that reflects the future of HRD such as job aids and electronic performance support systems. The course will focus on various aspects of a corporate training and development function, training program design and development, various methods and media for training delivery, 17 different training applications, and various resources available for HRD efforts. Students will analyze an aspect of their organization's HRD efforts. Prerequisite: HRM 5310 or HRM 5030.

Foundation Course Descriptions

QNTP 5000 Foundations of Business Statistics (3 cr.)

This course covers collection, description, analysis, interpretation, and presentation of data to support business decision making. Probability distributions, central limit theorem, statistical inference for univariate data; correlation analysis and introduction to linear regression modeling and their application to real world business problems are discussed. The data analysis capabilities of Microsoft Excel are integrated throughout the course.

FINP 5001 Accounting and Finance Foundations (3 cr.)

A survey of the essentials topics in accounting and finance includes modern corporate environments, agency and governance, accounting principles, financial statements, ratio analysis, time value of money, financial decision making tools.

M.B.A. in Human Resource Management Curriculum 2016

Program Features

- M.B.A. core courses offered weeknights, alternating weekends or during the day on the main campus, alternating weekends at select [other campuses](#) and online. Human Resource Management courses offered alternating weekends on the main campus and online.
- Program can be completed in as little as 21 months.
- Program begins five times annually with starts in August, October, January, March, and May.

For more information about the program, please contact:

The Office of Graduate Admissions

(954)262-5067

1-800-672-7223 ext. 25067

hcbeinfo@nova.edu

Curriculum Guide

Total Credits: 39

[M.B.A. Core Courses](#) (21 total credits)

HUMAN RESOURCE MANAGEMENT CONCENTRATION COURSES (15 TOTAL CREDITS)

HRM 5310	Managing Human Resources
HRM 5380	Employee Relations
HRM 5365	Talent Management
HRM 5375	Managing Total Rewards
HRM 5360	Human Resource Development

ELECTIVE (3 TOTAL CREDITS)

XXX XXXX	Any course with HRM, MGT, or LED prefix
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Current students: Please consult your Academic Advisor for program requirements or access [SharkLink](#) for your CAPP report. Program requirements are subject to change, and your Academic Advisor or CAPP report can provide you with the courses required for your catalog term.

M.B.A. in Human Resource Management Overview 2016

Your achievements as a leader depend on how well you balance the team dynamics of leadership and followership. Executives and leaders in HR must effectively manage, motivate, and compensate their employees. The Huizenga College of Business' M.B.A. in Human Resource Management program provides a unique perspective on interpersonal and organizational behaviors, and teaches various approaches for managing and motivating employees. Enrolling in the M.B.A. in Human Resource Management program requires that you take many of the traditional courses associated with a general M.B.A. program, along with courses that have been tailored to HR topics. Upon graduation you will be prepared to lead your company's human resource activities, helping achieve your organizational goals and objectives. You will gain a solid understanding of general business administration acumen, coupled with specialized HRM skills sets in implementing new procedures, solving conflicts, employee benefits and compensation, training personnel.