

HUMAN RESOURCES (MSHR)

An organization is only as good as its people. The Quinlan MS in Human Resources program will give you the analytical, team, and communication skills you'll need.

You'll be well-prepared to recruit, select, develop, and reward the employees that ensure your company's success every day. You'll also gain access to a strong alumni and human resources network in Chicago, and the mentor program run by Loyola's Institute of Human Resources and Employment Relations.

Related Programs

Certificate

- Human Resources and Employment Relations Certificate (<https://catalog.luc.edu/graduate-professional/business/human-resources-employment-relations-certificate/>)

Combined

- Human Resources (MBA/MSHR) (<https://catalog.luc.edu/graduate-professional/dual-degree-programs/human-resources-mba-mshr/>)

Curriculum

The M.S. in Human Resources can be pursued full-time or part-time. Students with three years of human resources experience take 12 classes. Students without experience take an internship class (HRER 415) in addition to the 12 classes.

Code	Title	Hours
Required Courses		
HRER 413	Compensation	3
HRER 418	Human Resources Law	3
HRER 422	Global HR Management	3
HRER 429	Human Resource Development	3
HRER 462	Employment Relations	3
HRER 463	Staffing	3
HRER 490	Analytical Problem Solving	3
HRER 501	Performance Management	3
ETHC 441N	Business Ethics	3
or MGMT 446	International Business Ethics	
Electives		
Select three of the following: ¹		9
HRER 453	Incentive Pay and Employee Benefit Programs ²	
HRER 417N	Managing and Motivating in the Workplace	
HRER 430	Leading Change in Organizations	
HRER 433	Group Process and Facilitation	
HRER 498	Independent Study	
HRER 500	Special Topics in Human Resources and Employment Relations	
HRER 502	Global Employment Relations	
Internship		
HRER 415	Internship ³	1
Total Hours		36

¹ Up to 1 elective may be a non-HRER graduate business course.

² Students interested in sitting for the Society for Human Resource Management certification exams are advised to take HRER 453 as one of their three electives.

³ Students with less than three years of HR experience are required to take HRER 415 in addition to the 12 required courses for the M.S. in Human Resources.

Suggested Sequence of Courses

The below sequence of courses is meant to be used as a suggested path for completing coursework. An individual student's completion of requirements depends on course offerings in a given term as well as the start term for a major or graduate study. Students should consult their advisor for assistance with course selection.

Course	Title	Hours
Year 1		
Fall		
HRER 413	Compensation	3
HRER 462	Employment Relations	3
Hours		6
Winter		
HRER 418	Human Resources Law	3
Select one from Electives		3
Hours		6
Spring		
HRER 463	Staffing	3
HRER 490	Analytical Problem Solving	3
Hours		6
Summer		
HRER 429	Human Resource Development	3
Select one from Electives		3
Hours		6
Year 2		
Fall		
ETHC 441N	Business Ethics	3
HRER 501	Performance Management	3
Hours		6
Winter		
HRER 422	Global HR Management	3
Select one from Electives		3
Hours		6
Total Hours		36

Graduate & Professional Standards and Regulations

Students in graduate and professional programs can find their Academic Policies in Graduate and Professional Academic Standards and Regulations (<https://catalog.luc.edu/academic-standards-regulations/graduate-professional/>) under their school. Any additional University Policies supercede school policies.

Learning Outcomes

- Understand the theoretical and practical demands of HR professional career and human relations requirements of being an effective

2 Human Resources (MSHR)

manager; both of which involve attracting, engaging, and retaining talented employees.

2. Develop and administer human resource strategies, programs and policies in the specific functional areas including talent acquisition/staffing (including employment planning, recruitment, and selection), HR development and training, compensation and benefits, performance management, and employment relations.
3. Understand how the practice of effective human resource management can positively impact the business and result in a competitive advantage to the organization.
4. Utilize critical thinking skills which involve complex human behavior and motivation.
5. Appreciate of the value and methods for sustaining employee diversity including a global perspective as it relates to human resources.
6. Develop research, written, and oral communications skills by preparing in-depth case presentations and reports.
7. Appreciate ethical perspectives and support sustainable outcomes with respect to all aspects of HR management.