

# HUMAN RESOURCES (MBA/MSHR)

Loyola students may choose to earn a unique credential: Master of Science in Human Resources (<https://catalog.luc.edu/graduate-professional/business/human-resources-mshr/>) (MSHR) and an MBA (<https://catalog.luc.edu/graduate-professional/business/next-generation-mba/>).

## Curriculum

Students will earn an MBA with a specialization in human resource management and an MSHR degree.

A maximum gap of three years is allowed between the completion of one program and the start of the other.

Code	Title	Hours
<b>MBA Pre-requisites</b>		
ISSCM 400N	Quantitative Methods I	0
ISSCM 402N	Quantitative Methods II - Statistics Primer	0
<b>MBA Introductory Courses</b>		
ACCT 400	Financial Accounting for Business Decisions	3
ECON 420	Managerial Economics <sup>2</sup>	3
FINC 450	Financial Management <sup>1</sup>	3
MARK 460	Marketing Management	3
SCMG 480	Intro to Operations Management	3
<b>Required MBA Core Coursework</b>		
ISSCM 596N	Data Driven Decision Making	3
FINC 470N	Business Finance	3
HRER 417N	Managing and Motivating in the Workplace	3
MARK 425N	Business Communication	1.5
MGMT 426N	Leadership Development	1.5
MARK 470N	Research, Insights and Storytelling	3
MGMT 430N	Strategy and Leadership	3
MGMT 431N	Business Consulting Course	3
<b>Ethics course</b>		<b>3</b>
Select one of the following:		
MGMT 441N	Business Ethics	
MGMT 446	International Business Ethics	
INFS 795	Ethics and Data Analytics	
<b>MS Human Resources Core Coursework</b>		
HRER 413	Compensation	3
HRER 415	Internship <sup>3</sup>	1-6
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
<b>MBA or HRER Elective</b>		<b>3</b>

<sup>1</sup> Co-requisite: ACCT 400 Financial Accounting for Business Decisions

<sup>2</sup> Pre-requisite: ISSCM 400N Quantitative Methods I

<sup>3</sup> Waivable. For students without 3 years of HR experience.

## Dual Degree Programs

Students in dual degree programs are responsible for abiding by academic policies and graduation requirements of both academic units to which they are enrolled. It is strongly recommended that students schedule regular meetings with academic advisors from both units to ensure timely degree completion. Dual degree programs may have slightly different degree requirements from the standard for one or both of the degrees earned. Students should closely read through all degree requirements and ask for clarification as needed.

## Learning Outcomes for the MBA Learning Outcomes

Learning Goals for Master of Business Administration Program (MBA)

- Goal 1: Integrative Business Knowledge: Graduates will be proficient in integrating the techniques, processes, and procedures of the fundamental business disciplines (accounting, economics, finance, marketing, management, human resource management, operations management, and information technology). They will be able to apply theory, skills, and knowledge from these disciplines to business practice.
- Goal 2: Critical Decision Making: Graduates will demonstrate their capacity for critical analysis in processing, interpreting, and managing the quantitative and qualitative information necessary for effective managerial decision making.
- Goal 3: Ethics and Responsible Leadership: Graduates will understand how to be a leader in business who exhibits personal integrity, ethical awareness, and an ability to apply ethical principles to business practice.
- Goal 4: Global Perspective and Awareness of Diversity: Graduates will have a global perspective by recognizing international business issues and appreciating diversity, including culture, race, religion, and gender.
- Goal 5: Communication: Graduates will be able to communicate effectively, orally. Graduates will be able to communicate effectively, in writing.

## Learning Outcomes for the MSHR Learning Outcomes

- Understand the theoretical and practical demands of HR professional career and human relations requirements of being an effective manager; both of which involve attracting, engaging, and retaining talented employees.
- 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.
- Understand how the practice of effective human resource management can positively impact the business and result in a competitive advantage to the organization.
- Utilize critical thinking skills which involve complex human behavior and motivation.

- Appreciate of the value and methods for sustaining employee diversity including a global perspective as it relates to human resources.
- Develop research, written, and oral communications skills by preparing in-depth case presentations and reports.
- Appreciate ethical perspectives and support sustainable outcomes with respect to all aspects of HR management.