HUMAN RESOURCES (MSHR)

The Master of Science in Human Resources (MSHR) degree prepares students to manage the modern organizational workforce. Students develop skills necessary to succeed in specific areas of human resources, such as benefits, compensation, labor relations, recruitment and workforce training programs. Students gain a real-world education in HR management in a stimulating program that combines high-quality teaching with evidence-based recommendations from leading scholars in the field.

Faculty members have won numerous teaching awards and have many years of professional experience in a range of management-related fields, which helps students understand the connection between science and practice. Industry guest speakers, business cases, simulations and internships enhance students' practical understanding of the HR field. The program leverages DePaul's wide-ranging network of alumni and HR business leaders to create opportunities for students to engage in professional activities and community outreach via service learning. The program also is aligned with the curriculum standards set by the Society for Human Resource Management (SHRM), the most influential human resources association.

Program Features

In this program, students develop the skills to manage core HR functions, including workforce planning, staffing, performance management, total rewards, talent management, and training and development. Classes address current topics encountered by human resource professionals, such as:

- Change management, downsizing/rightsizing and mergers and acquisitions
- Internal consulting and organizational development
- Employment law, ethics, and employee and labor relations
- Globalization, outsourcing and managing a diverse workforce
- Metrics, data analytics and human resource information systems
- Organizational succession planning and personal career growth and development

Program Requirements	Quarter Hours
Degree Requirements	48
Total hours required	**48**

Learning Outcomes

Students will be able to:

Decision Making
• Evaluate the adequacy of recruitment and staffing systems.
• Evaluate the adequacy of compensation systems.
• Evaluate the adequacy of training programs.

Business Knowledge
• Understand the human resources management lifecycle.
• Apply research findings to understand human resources problems.
• Understand the principles of effective teamwork.

Ethical and Regulatory Awareness
• Understand ethical questions related to common practices in human resources management.
• Understand ethics with respect to interpersonal relationships.

• Understand compensation laws and regulations.

Digital Intelligence/Technical Agility
• Use analytical software to execute data analytics on questions pertaining to human resources management.
• Apply data analytics to areas of human resource management (e.g., diversity, staffing, retention, performance, work-life balance) to make evidence-based recommendations.
• Generate reports to present analytical findings.

Global/Diverse Perspectives
• Understand how global perspectives impact the practice of human resources management.
• Understand how to manage diverse teams.

Degree Requirements
Course Requirements

Students complete the MS in Human Resources by taking 12 courses across two groups: 1) nine core Human Resource courses and 2) three electives chosen from any course offered by the Kellstadt Graduate School of Business.[1]

Required Core Human Resource Courses

Course	Title	Quarter Hours
MGT 523	TALENT ACQUISITION	4
MGT 525	TALENT DEVELOPMENT	4
MGT 526	TOTAL REWARDS	4
MGT 535	CHANGE MANAGEMENT AND CONSULTING	4
MGT 552	MANAGING DIVERSITY AND INCLUSION	4
MGT 555	HUMAN CAPITAL STRATEGY AND SCIENCE	4
MGT 591	FUNDAMENTALS OF PEOPLE ANALYTICS	4
MGT 592	ADVANCED PEOPLE ANALYTICS	4
MGT 794	CHICAGO PROJECT CAPSTONE	4

KGSB Electives

Program Requirements	Quarter Hours
Select any three graduate business courses (prerequisites apply)	12
Total hours required	**12**

If you are interested in an HR career that specializes in compensation and benefits, please consider taking the following courses: ACC 500 or ACC 502, FIN 555, and MGT 566.

Degree Requirements

- Satisfactory completion of the college residency requirement.
- Satisfactory completion of 12 courses (nine HR core courses, three KGSB electives).
- All courses for credit toward the degree must be completed with satisfactory grades within six calendar years after the candidate's first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years, a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.