Human Resource Leadership, M.S.

Degree Offered

• Master of Science

Nature of the Program

Students in the AACSB accredited 30 credit-hour online MS in Human Resource Leadership are expected to be able to:

• Explain choices in human capital policies and procedures using established theory.
• Evaluate the impact of HR practices on organization and individual-level performance and strategic goal attainment.
• Recommend, implement, and assess changes to human capital management both to increase organizational performance, and in response to externalities and change in organization strategy.
• Effectively lead teams and organizations through change management initiatives.
• Foster the creation and growth of positive work environments and effective organizational cultures.
• Utilize data and business analytics to assess performance and value-creation.
• Effectively communicate across all levels of organizational hierarchy.

By focusing on developing advanced professional knowledge, data-driven decision-making skills, and leadership capabilities, our MS in Human Resource Leadership graduates will be positioned to compete in a growing market and see continued upward movement along their career-path. In attaining the MS Human Resource Leadership degree, those with HR-related undergraduate degrees will benefit by strengthening their data analytic skills and strategic mindset. Additional prospective students will include individuals seeking to transition their current careers into the HR function. This group will acquire specialized knowledge and skills they have not had the opportunity to receive working in other business functions.

Our MS Human Resource Leadership graduates will be subject matter experts with the ability to make data-driven managerial decisions, and the skills to assume leadership roles within their organizations. Graduates will possess both the technical skills in demand by national employers, as well as the “soft” or “people” skills frequently absent from on-the-job training. Our students will be educated in how to understand business practice and strategy from an integrated perspective that is not limited to a functional “silo.” Graduates will apply their learning to improve the performance of organizations in local, state, and federal contexts by leveraging the diverse talents of human capital including the residents of West Virginia and the world.

Academic Standards

In addition to the University’s academic and professional standards, students enrolled in a John Chambers College of Business and Economics master’s degree program must also abide by the following standards:

• Students must have a minimum cumulative GPA of 3.0 to earn a degree from their graduate program, without exception.
  • A student who cannot mathematically meet the 3.0 GPA requirement to successfully complete the degree, within a reasonable period of time (as defined by the Program Coordinator or designee), will be dismissed from their academic program. Visit the Probation, Suspension, and Dismissal section of the University’s Graduate Catalog for more information about this topic.
• Students must follow the professional standards established by the college, their degree program and/or department. A student who violates the established professional standards may be placed on probation, suspended, or dismissed from their program.
• A student whose cumulative GPA falls below 2.75 will automatically be placed on academic probation.
  • A student will be suspended from their program, for up to one year, if their GPA is not raised to 2.75 by the end of their subsequent semester of enrollment. The program will reevaluate the student after the term of suspension to determine whether they may return to the program or be dismissed.
  • A student will be suspended from their program if they earn a letter grade below C- in more than one required course.
• A student who earns a letter grade of D or F in any required course must repeat the course and earn a minimum letter grade of C-.
  • Any grade earned in a repeated course at the graduate level is included in the calculation of a student’s overall and major GPA, along with the original grade earned in the course. Additionally, the original grade earned in the course will remain on the student’s academic transcript/permanent record. Visit the Grades section of the University Graduate Catalog for more information about this topic.

Any exceptions to the above standards must be approved in writing by the Associate Dean for Graduate Programs and the Program Coordinator.

Admissions

The MSHRL Admissions Committee is made up of John Chambers College of Business and Economics faculty. The Committee reviews applications holistically and will admit students based on strength of their admissions application and potential to succeed in this program.

MSHRL Admissions Requirements:
• Resume detailing applicant’s employment history, job responsibilities and professional accomplishments.
• Two years of full-time work experience.
• Academic Transcripts
• Statement of Purpose (500 words) – Describe your academic background and work experience (roles and responsibilities) and how they have prepared you to pursue a graduate degree in HR. Explain why you would like to pursue the online MSHRL at WVU. What are your career plans/goals after completing the MSHRL?
• Two letters of recommendation (preferably one letter related to professional experience and another related to academic background).
• International Applicants are required to submit a TOEFL, IELTS, or Duolingo score. Applicants must have a TOEFL-ibt score of 79. If you have taken the IELTS, the minimum score is a 6.5, and the minimum Duolingo score is a 105. English language exam scores should be sent to the Office of Admissions, West Virginia University, PO Box 6009, Morgantown WV 26506-6009.

Major Code: 2170

All graduate programs in the John Chambers College of Business and Economics require that enrolled students maintain a minimum cumulative GPA of 3.0 in coursework applied toward their degree program, as outlined in the specific academic program of study. Students must also have a minimum cumulative GPA of 3.0 to earn a graduate degree from their respective program.

Human Resource Leadership Master of Science Curriculum Requirements

REGULAR STANDING CURRICULUM REQUIREMENTS

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRL 503</td>
<td>Performance Management Systems &amp; Strategies</td>
<td>3</td>
</tr>
<tr>
<td>HRL 510</td>
<td>Recruitment, Assessment, and Selection</td>
<td>3</td>
</tr>
<tr>
<td>HRL 541</td>
<td>Total Reward Systems</td>
<td>3</td>
</tr>
<tr>
<td>HRL 551</td>
<td>Human Resource Development</td>
<td>3</td>
</tr>
<tr>
<td>HRMG 548</td>
<td>Strategic Management for Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>BADM 633</td>
<td>Leadership</td>
<td>3</td>
</tr>
<tr>
<td>BADM 621</td>
<td>Business Research</td>
<td>3</td>
</tr>
<tr>
<td>BADM 641</td>
<td>Decision Analysis for Executives</td>
<td>3</td>
</tr>
<tr>
<td>BADM 644</td>
<td>Legal Environment and Ethics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 571</td>
<td>Economics of Labor</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Hours: 30

Grade Point Average: The MSHRL program requires that the student maintain a grade point average of at least 3.0 on all work taken as a graduate student while enrolled in the Chambers College of Business and Economics. In addition, the student must maintain a 3.0 average in all work counting toward the graduate degree. A student whose cumulative grade point average falls below 2.75 will be placed on probation. If the student’s average is not brought up to 2.75 by the end of the following semester, the student will be suspended from the program. A grade below C in more than one course taken while enrolled as a graduate student will result in suspension from the program.

Suggested Plan of Study

First Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
<th>Summer</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BADM 633</td>
<td>3 HRL 510</td>
<td>3 HRL 541</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BADM 621</td>
<td>3 BADM 644</td>
<td>3 BADM 641</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HRL 503</td>
<td>3 HRL 551</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ECON 571</td>
<td>3 HRMG 548</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total credit hours: 30

Major Learning Outcomes

HUMAN RESOURCE LEADERSHIP

Learning Goal 1: Students will be able to articulate expertise in the functional areas of Human Resource Management including recruitment, selection, performance management, training & development, total rewards, and labor relations.
Learning Goal 2: Students will be able to synthesize advanced knowledge of human resource management with business operations to facilitate strategic solutions that align stakeholder interests, HR practices, and business needs to drive organizational performance.

Learning Goal 3: Students will be able to collect, analyze, and integrate demographic and business data using appropriate tools and methods to effectively assess human capital decision alternatives and make recommendations.

Learning Goal 4: Students will build ethical, long-term partnerships within and between organizational business units that enhance employee satisfaction and motivation while balancing effectiveness and efficiency.