Human Resource Leadership, M.S.

Degree Offered

- Master of Science

Nature of the Program

Students in the 30 credit-hour online Master of Science in Human Resource Leadership program 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.

Offered in a flexible online format that allows individuals to fit their college education into a busy schedule, the MS in Human Resource Leadership program at West Virginia University is designed to prepare professionals who want to start or advance their HR careers. Our evidence-based curriculum aligns with standards established by the Society for Human Resource Management (SHRM), with an emphasis on effective leadership and data-driven decision making. This specialized curriculum offers significant advantages, particularly to individuals holding undergraduate degrees in HR-related fields, enhancing their proficiency in data analytics and strategic acumen. Our program also appeals to a diverse cohort of prospective students, including those aiming to transition into HR roles from other professional domains. This group stands to gain invaluable specialized knowledge and competencies not readily attainable across other business disciplines.

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." They will learn from faculty who are experts in the field and will develop skills that support their organization's strategy, including training and development, recruitment and selection, employee compensation and benefits, labor law and employee relations, performance management, and motivation.

Our MS Human Resource Leadership graduates will be subject matter experts in critical HR functions. They will possess technical acumen to make data-driven managerial decisions and have the necessary interpersonal skills to assume leadership roles within their organizations. Upon completion of our Master of Science program, our graduates will have the ability and confidence to play pivotal roles in driving organizational excellence in local, regional, national, and international contexts.

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 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 dismissed from their program if their GPA is not raised to 2.75 by the end of their subsequent semester of enrollment.
- A student will be dismissed 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 for 2026-2027

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:

- Academic Transcripts
- Resume detailing applicant's employment history, job responsibilities and professional accomplishments.
- A statement of purpose
- One letter of recommendation (from an individual who is not a family member or friend and can provide information about their academic promise, ability to work with others, professionalism, and potential to succeed in this program).
- 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.

WVU cannot accept scans, uploads, faxes, or unverified photocopies of transcripts as official.

Graduate degree-seeking applicants must send their official transcript from the undergraduate institution that granted the bachelor's degree. It is preferred that official transcripts be sent via an online, secure service such as eScrip-Safe (https://escrip-safe.com/signup/), National Student Clearinghouse (https://studentclearinghouse.org/), or Parchment (https://www.parchment.com/) to graduateadmissions@mail.wvu.edu. Alternatively, sealed, untampered, physical official transcripts can be sent to:

WVU Hub
P.O. Box 6004
Morgantown, WV 26506

International Applicants and Express Mail

International applicants and applicants using express mail, use the address below:

WVU Hub
62 Morrill Way - Suite 220
Morgantown, WV 26506

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

Code	Title	Hours
A program GPA of 3.0 is required by the Chambers College.		
HRL 503	Performance Management Systems & Strategies	3
HRL 510	Recruitment, Assessment, and Selection	3
HRL 520	Artificial Intelligence Management	3
HRL 541	Total Reward Systems	3
HRL 551	Human Resource Development	3
HRMG 548	Strategic Management for Human Resources	3
BADM 633	Leadership	3
BADM 621	Business Research	3
BADM 641	Decision Analysis for Executives	3
BADM 644	Legal Environment and Ethics	3
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

Fall	Hours	Spring	Hours	Summer	Hours
BADM 633		3 HRL 510		3 HRL 541	3
BADM 621		3 BADM 644		3 BADM 641	3
HRL 503		3 HRL 551		3	
HRL 520		3 HRMG 548		3	
		12		12	6

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.