

# Executive MS in Human Resource Management (EMS-HRM) Degree Requirements for Students Enrolling in the Fall 2019 Semester

Reflecting changes in industry, we have developed the Executive MS in Human Resource Management program to meet the evolving needs of professional HR managers. This program builds on its predecessor program, the MSILR program, and incorporates several updated courses as well as new courses. The program will have enhanced offerings in business communication, as well as an international learning experience, which is becoming more important for executive-level HR leaders in multinational organizations. The course will include site-visits and meetings with HR leaders of international companies to discuss (and comparatively study) core elements of the staffing and people management process in mid- and large-size organizations that act globally. This course incorporates a capstone project that serves as a culminating experience for the students.

The Executive MS in Human Resource Management program leads to a Master of Science degree.

## Admission Requirements

- At least 5 years of professional/managerial experience. Generally, this experience should be post-undergraduate.
- An undergraduate degree from an accredited university or foreign equivalent.
- Appropriate quantitative skills acquired via academic training or professional experience. These skills may also be demonstrated through a satisfactory score on the GMAT, the GRE or our in-house admissions test.

## EMS-HRM Curriculum

The program includes a total of 30 credit hours.

Course	Description	Credits
<b>Required Core Courses (16.5 credits)</b>		
<a href="#">MGT 9400</a>	Human Resource Management	3
<a href="#">STA 9708</a>	Managerial Statistics	3
<a href="#">BUS 9551</a>	Business Communication	1.5
<a href="#">MGT 9301</a>	Managing People and Organizations	3
<a href="#">LAW 9770</a>	Labor and Employment Law	3
<a href="#">MGT 9460</a>	Labor Relations	3
<b>Elective Courses (10.5 credits)</b>		
Elective courses will be selected by the program Academic Director and Curriculum Committee from this list.		
<a href="#">MGT 9465</a>	Collective Bargaining	3
<a href="#">MGT 9392*</a>	Special Topics in Organizational Behavior and Human Resource Management	1.5
<a href="#">MGT 9470</a>	Learning, Development, and Coaching	3
<a href="#">MGT 9661</a>	Negotiation Strategy	1.5
<a href="#">MGT 9394*</a>	Special Topics in Organizational Behavior and Human Resource Management	3
<b>Culminating Experience (Required, 3 credits)</b>		

MGT 9490	International Human Resource Management	3
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\*Students may take special topics courses more than once as long as the topic is different.

*The program reserves the right to amend, modify and change the courses offered and/or the sequence of courses.*

### Degree Requirements

- Students must earn 30 credits for the MS degree, maintain a cumulative 3.000 grade point average, and satisfy all Baruch College, Zicklin School of Business and Executive Programs policies, rules, and regulations.
- A student whose GPA falls below 3.000 after taking 6 or more credits in the program will be on academic grade probation. He or she must comply with all Baruch College requirements of grade probation status to continue in the program. Please refer to the current **Baruch College Graduate Bulletin**, discussion of General Academic Regulations for information on these requirements.
- Because this is a cohort program, all students take the same courses together and in the same order. Many of the later courses in the program have one of the earlier core courses as prerequisites. Any student who enters grade probation status may thus not be able to complete the EMS-HRM program within the period of about 30 months.
- Students taking all of the courses offered in this cohort program will be registered for 6 credits in the Fall semester, they are considered to be part-time students.

### Executive Master of Science in Human Resource Management Degree Competencies & Program Learning Goals

Human Resource Management	Students will develop advanced knowledge and expertise in Human Resource functions, including strategic workforce planning, talent acquisition, learning and development, employee engagement & retention, employee relations, and total rewards.
Teamwork and Leadership	Students will gain conceptual knowledge and analytical skills helpful to functioning effectively in teams and will have opportunities to experience, understand, and develop their competencies as leaders.
Oral Communication	Students will be effective oral communicators, as functioning as a human resources leader is dependent on developing shared meaning and commitment to action fostered through communication.
Written Communication	Students will be effective written communicators, as functioning as a human resources leader is dependent on developing shared meaning and commitment to action fostered through communication.
Global Awareness	Students will be sensitive to differences in perspectives, institutions, and practices among business people from around the world as our global economy puts a premium on global business relationships, especially with regard to people-management.
Ethical Awareness and Sustainability	Students will be sensitive to ethical issues in leading an HR function, understand the impact of their behavior, understand their responsibilities as HR practitioners to uphold ethical principles in their dealings, and understand the impact of HRM practices on multiple stakeholders, including people and the environment.

### Contact Information

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