

MASTER OF SCIENCE IN HUMAN RESOURCES MANAGEMENT (MSHRM)

WHY OUR PROGRAM?

Drawing on extensive research about what makes effective, high-performance human resources practitioners, the Master of Science in Human Resources Management (MSHRM) program will help you gain competencies that will make a difference in your career. You'll learn technical human resources skills in staffing, providing professional development, managing organizational culture, and measuring and rewarding performance.

As a graduate of the MSHRM, you will be able to identify and select models critical to effective organizations, apply them to practice and develop strategies to connect these elements to enhance organizational performance. Courses are offered completely online and structured in an eight-week format.

WWW.TESU.EDU/MSHRM

ACCELERATE YOUR CAREER IN HUMAN RESOURCES

With an increasing demand for academic credentials in the human resources field, the Master of Science in Human Resources Management (MSHRM) program helps expand your business acumen and become a strategic partner in your organization.

The MSHRM degree was developed with the guidance of human resources professionals and is aligned with the Society for Human Resource Management (SHRM) HR Curriculum. You will gain a broad-based knowledge of the business you serve and acquire critical skills for managing a human resources enterprise.

PROGRAM ADVANTAGES

- ▶ Content is grounded in current best practices and directed toward preparing HR professionals to become strategic partners
- ▶ Gain Advanced Standing for Society of Human Resource Management (SHRM) Certification
- ▶ Gain a high-quality, advanced degree while you continue to work

DEGREE/PROGRAM ACCREDITATIONS:

The Master of Science in management degree program is accredited by the Accreditation Council for Business Schools and Programs (ACBSP).



"Throughout the completion of my graduate work, I was able to take best practices and apply them to my own position. The MSHRM program helped validate my actions as I dealt with personnel, training, benefit entitlements, promotions and evaluations. I was formerly a firm believer in traditional classroom settings, but after engaging in several online courses, I became a strong advocate for online learning."

Luis Sandoval, BSBA '12, MSHRM '15

CAREER INSIGHTS

Individuals with graduate degrees earn an average of \$1 million more in lifetime income compared to high school graduates.*



Within a 100 mile radius of TESU:** Top Occupations:

- ▶ **4.8% job growth (2020-2025)**
- ▶ **24,392 known positions**
- ▶ **2,718 annual openings**
- ▶ **Median earnings ≈ \$79.1K/yr**
- ▶ Human Resources Specialists and Managers
- ▶ Training and Development Specialists
- ▶ Labor Relations Specialists
- ▶ Compensation, Benefits, and Job Analysis Specialists

*<https://www.ssa.gov/policy/docs/research-summaries/education-earnings.html>

**Emsi Q2 2020 Data Set

WHY CHOOSE TESU?

As one of the first schools in the country designed specifically for busy, motivated adults, Thomas Edison State University is dedicated to providing you with a high-quality education — anytime, anywhere.

- ▶ **Exceptional Value:** Competitive tuition and fees. Plus, financial aid and scholarships are available.
- ▶ **Barrier Free:** Students who receive an undergraduate degree with a GPA of 3.0 or higher will be automatically admitted to a graduate program.* No GRE/GMAT or recommendation letter required.
- ▶ **Degree Flexibility:** Engage in your courses whatever time of day works for you. Courses are available 24/7.

*Several programs have additional requirements beyond GPA for admission.

ONLINE. ACCREDITED. RESPECTED.

Three words that characterize Thomas Edison State University's (TESU) unique approach to providing quality higher education in today's technology-fueled times.

Dedicated to educating adult learners for five decades, TESU has set the standard in online learning. As the leader in online education and a national leader in the assessment of adult learning, TESU is accredited by the Middle States Commission on Higher Education and has been called "the college that paved the way for flexibility" by *The New York Times*.

Our innovative online and independent study courses and credit-by-exam programs give you the flexibility to pursue your degree when and where it is convenient for you. With more than 100 areas of study, TESU offers associate, bachelor's, master's and doctoral degrees and undergraduate and graduate certificates. One of New Jersey's senior public institutions, TESU's liberal credit transfer policies and tuition models remove barriers for adults pursuing higher education. Our resume-relevant programs provide career-building skills to help you meet your educational and professional goals.

YOU'RE READY TO STUDY WITH THE LEADER IN ONLINE EDUCATION. EARN YOUR DEGREE ON YOUR SCHEDULE. VISIT TESU.EDU AND APPLY TODAY.

THOMAS EDISON
STATE UNIVERSITY

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Courses and Credit Allocation MASTER OF SCIENCE IN HUMAN RESOURCES MANAGEMENT

	Credits
MSHRM CORE COURSES	24
HRM-530 Human Resources Management	3
HRM-540 Lifestyle Benefits and Compensation in the New Millennium	3
HRM-550 Strategic Recruitment and Selection	3
HRM-560 The Entrepreneurial Organization: Learning as Competitive Advantage	3
HRM-570 The Effectiveness of a Market Connected Culture	3
HRM-600 Managing the Human Resources Enterprise	3
HRM-610 Human Resources as a Strategic Partner	3
HRM-620 The Legal and Ethical Environment of Human Resources	3
ELECTIVES	6
Students have the option of taking Thomas Edison State University graduate business or business-related online courses to fulfill their electives. Electives not offered by the School of Business and Management must be approved by the academic dean prior to the enrolling in the course. Students have the option to transfer graduate credits from other regionally accredited institutions and/or apply credits recommended by the American Council of Education (ACE).	
CORE ADVANCED-LEVEL	6
ORR-510* Organizational Research	3
MAN-630 Management Capstone	3
TOTAL	36

*NOTE: Organizational Research (ORR-510) must be taken prior to Management Capstone (MAN 630). You cannot take them in the same term. Contact your academic advisor to register for both courses.

Advisory: The maximum core course and elective course credit a student may transfer into the Master of Science in Human Resources Management degree program is 12 credits.

