

# Master of Business Administration with specialization in Human Resources

## 42 credits

### Specific Program Admission Requirements

1. Successfully completed a bachelor's degree in the same area of specialization or completed six (6) college-level credits in financial accounting from an accredited school.
2. If this prerequisite is not met the student must enroll in the course ACCO 500. ACCO 500 will not count for the student's cumulative grade point average.

### Program Description

The graduate of the HR Management graduate program will develop social conscience and ethics, as well as the knowledge, skills and abilities for being able to work professionally in a diverse, highly complex, changing and regulated organizational environment. The graduate of the program will also be prepared to continuously adapt to the complexities of the contemporary organizational world. Comprehensive and interdisciplinary educational gains will allow the graduate to efficiently exercise professional, managerial and business functions within local, national and global contexts.

### Program Objectives

1. Demonstrate general knowledge of business administration and expertise in the management of human resources within an ethical and social framework.
2. Apply interdisciplinary knowledge and skills necessary for the effective management of human resources and demonstrating analytical, critical and conceptual ability in the process of decision-making process.
3. Assess the socio-economic, legal, cultural, technological, ecological and organizational context affecting productivity and the well-being of the human resources.
4. Adopt, support and promote HR management strategies with an integrated business vision.
5. Promote the transformation of human resources by identifying and facilitating processes aimed to improve communication, manage diversity and influence the success of individuals within organizations through their leadership, behavior, actions and personal example.
6. Design and organize strategies which increase productivity and encouraging continuing professional and technical improvement to achieve the strategic objectives of the organization.
7. Promote, facilitate and work in teams or working groups, coordinating or monitoring these activities, promoting and implementing modern strategies aimed to inspire, motivate and influence responsive behavior of members.
8. Offer advice and participates in the decision-making process in order to develop and implement strategies and effective techniques for planning, recruitment, selection, training, development, evaluation, motivation, compensation, supervision, discipline, and for the safety and occupational health of employees, among others.
9. Serve as facilitator for the effective management of conflicts between individuals in the organization.
10. Advices, participates and make decisions on management labor relations issues, settling labor disputes, and negotiating and administering labor agreements.
11. Monitors and analyze developments in local and global environments and understanding their relationship within the strategic planning for human resources.
12. Demonstrate the skills, knowledge and abilities through verbal and written communication in English and Spanish for the competitive advantage of the HR management function.

Program sequence will be available at the time of enrollment.

The language of instruction and program delivery modality are subject to availability.

### Notes:

1. ACCO 500 Financial Accounting is required for those students who do not have a minimum of six (6) college-level credits in financial accounting from an accredited school. Successful completion of ACCO 500 (or verification of six (6) college-level credits in financial accounting) is a prerequisite required before entering any ACCO or FINA course. Students who do not have six (6) college-level credits in financial accounting are required to successfully complete ACCO 500.

### Program Curriculum

Core/Professional Courses		
Course	Title	Credits
ADMI 500	Managing Organizations	3
ITMA 501	Technology and Information Management	3
MARK 502	Marketing Management	3
FINA 505	Managerial Finance	3
ACCO 504	Accounting for Decision Making	3
ECON 505	Business Economics	3
QUME 507	Quantitative Methods and Statistics for Business	3
<b>Total</b>		<b>21</b>
Specialization Courses		
Course	Title	Credits
HURM 550	International Human Resources Management	3
HURM 551	Compensation and Benefits	3
HURM 552	Quality Safety and Health in the Workplace	3
HURM 553	International Economics Labor	3
HURM 554	Conflict Management and Organizational Dynamics	3
<b>Total</b>		<b>15</b>
Electives Courses (Select one course – 3 credits)		
Course	Title	Credits
HURM 560	Employment in the Global Economy	3
HURM 561	Labor and Industrial Relations in Human Resources	3
HURM 562	Management Negotiation and Conflict Resolutions	3
<b>Total</b>		<b>3</b>
Capstone Course (Select one course – 3 credits)		
Course	Title	Credits
ADMI 595	Knowledge Integration in Business Administration	3
MANA 742	Simulation	3
<b>Total</b>		<b>3</b>
<b>Total credits</b>		<b>42</b>