

# HUMAN RESOURCE MANAGEMENT GRADUATE CREDIT CERTIFICATE PROGRAM

Person-in-Charge	Zugang Liu
Program Code	HRMT
Campus(es)	Great Valley

The Graduate Certificate in Human Resource Management prepares students to integrate human resource (HR) strategies and practices with organizational strategies in order to improve business performance and employee relations.

Students apply fundamental considerations for managing people in organizations, including workforce planning, forecasting, & adjustment; ethics, diversity, & employment law; talent recruitment, selection, training, development, & performance management; compensation strategy & incentives; HR risk management and employee relations. Students develop knowledge for global and intercultural effectiveness, ethical leadership of strategic change, and specialized competencies for analyzing and managing the talent that drives organizational innovation and sustainability.

Students apply fundamental considerations for managing people in organizations, including workforce planning, forecasting, and adjustment; ethics, diversity & employment law; talent recruitment, selection, training, development, and performance management; compensation strategy & incentives; HR risk management, employee relations and career management. Students develop knowledge for leading strategic change, global and intercultural effectiveness, and specialized competencies for analyzing and ethically managing the talent that drives organizational innovation and sustainability.

**Effective Semester:** Fall 2022

**Expiration Semester:** Fall 2027

## Admission Requirements

Applicants apply for admission to the program via the Graduate School application for admission (<https://gradschool.psu.edu/graduate-admissions/how-to-apply/>). Requirements listed here are in addition to Graduate Council policies listed under GCAC-300 Admissions Policies (<https://gradschool.psu.edu/graduate-education-policies/>). International applicants may be required to satisfy an English proficiency requirement; see GCAC-305 Admission Requirements for International Students (<https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-300/gcac-305-admission-requirements-international-students/>) for more information.

The successful applicant is generally expected to have a minimum combined junior/senior grade-point average of 3.0 (B) on a 4.0 scale.

## Certificate Requirements

Requirements listed here are in addition to requirements listed in Graduate Council policy GCAC-212 Postbaccalaureate Credit Certificate Programs (<https://gradschool.psu.edu/graduate-education-policies/>).

gcac/gcac-200/gcac-212-postbaccalaureate-credit-certificate-programs/).

To be awarded the Graduate Certificate in Human Resource Management, students must successfully complete 12 credits of course work. All courses must be completed with a grade of C or better and a grade-point average of 3.0 to be awarded the certificate.

Code	Title	Credits
<b>Required Course</b>		
MGMT 841	Human Resource Management	3
<b>Electives</b>		
<i>Strategic and Ethical Leadership (choose 1):</i>		3
BUS 515	Business Ethics and Corporate Governance	
LEAD 863	Ethical Dimensions of Leadership	
MBADM 815	Ethical and Responsible Business Leadership	
<i>Global &amp; Intercultural Effectiveness (choose 1):</i>		3
BUSAD 542	Global Intercultural Management	
BUSAD/LEAD 556	Diversity Leadership	
HRER 803	Human Resources in Multinational Enterprises	
IB 800	International Business Management	
MNGMT 515	Labor Management Relations	
<i>Specialized Competencies for Managing Human Resources (choose 1):</i>		3
BADM 828	Negotiations	
BUSAD 859	Career Management	
HRER 501	Labor and Employment Law	
MGMT 823	Organizational Change: Theory and Practice	
MGMT 873	Corporate Innovation Strategies	
MNGMT 520	Organizational Transformation	
<b>Total Credits</b>		<b>12</b>

## Courses

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

## Learning Outcomes

1. Demonstrate appropriate depth and breadth of disciplinary knowledge of key processes, responsibilities, and concerns of Human Resource Management in U.S. and global organizations.
2. Critically analyze current issues associated with managing human capital and employee relations within and across organizations.
3. Critically evaluate and make ethical decisions with consideration for multiple stakeholders.
4. Demonstrate an appreciation for the skills and challenges required in managing a diverse workforce.

## Contact

<b>Campus</b>	Great Valley
<b>Graduate Program Head</b>	Zugang Liu
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Zugang Liu
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<b>Program Website</b>	View ( <a href="http://greatvalley.psu.edu/academics/graduate-certificates/human-resource-management/">http://greatvalley.psu.edu/academics/graduate-certificates/human-resource-management/</a> )