

Master of Human Resources, Minor in Faith-Based Resources Management

HBI University

Course Duration: 2 years

Credit Hours: 69 (including 15 credit hours for minor)



Program Description

The Master of Human Resources at HBIU University prepares students to lead and manage human capital in various industries.

This program focuses on workforce planning, talent acquisition, employee relations, and ethical decision-making within organizations.

The Minor in Faith-Based Resources Management integrates principles of ethical leadership, spiritual guidance, and value-driven management strategies into HR practices. Students will explore how faith-based principles can influence organizational culture, decision-making, and leadership in the workplace.

Admissions Requirements

- Bachelor's degree in Business, Human Resources, or a related field
- Minimum GPA of 3.0
- GRE or GMAT scores (if applicable)
- Statement of Purpose (1,000-1,500 words) outlining research interests and career goals
- Three letters of recommendation
- Academic writing sample
- Curriculum Vitae (CV) or resume
- Interview with faculty (if required)

Foundational Courses (30 Credit Hours)

Course Code	Course Name	Credit Hours
HRM 201	Principles of Human Resources Management	3
HRM 202	Talent Acquisition and Workforce Planning	3
HRM 203	Organizational Behavior and Leadership	3
HRM 204	Diversity and Inclusion in the Workplace	3
HRM 205	Employee Relations and Conflict Resolution	3
HRM 206	Performance Management and Compensation Strategies	3
HRM 207	Employment Law and HR Compliance	3
HRM 208	HR Technology and Data Analytics	3
HRM 209	Strategic HR Planning	3
HRM 210	Change Management and Organizational Development	3

Core Courses (24 Credit Hours)

Course Code	Course Name	Credit Hours
HRM 601	Advanced Leadership and Human Capital Management	3
HRM 602	Workplace Ethics and Employee Well-Being	3
HRM 603	HR Analytics and Decision Making	3
HRM 604	Managing Organizational Culture	3
HRM 605	Negotiation and Labor Relations	3

HRM 606	Crisis Management and Workforce Adaptability	3
HRM 607	International Human Resources	3
HRM 608	Capstone in Human Resources Management	3

Minor in Faith-Based Resources Management (15 Credit Hours)

Course Code	Course Name	Credit Hours
FBR 701	Faith-Based Leadership and Organizational Development	3
FBR 702	Ethical Decision-Making in HR	3
FBR 703	Spirituality in Employee Engagement	3
FBR 704	Faith-Based Conflict Resolution Strategies	3
FBR 705	Servant Leadership in Human Resources	3

Program Outcomes

- Develop expertise in human capital management, talent acquisition, and workforce planning.
- Apply ethical and faith-based decision-making principles to human resources management.
- Foster employee well-being, engagement, and workplace inclusivity.
- Integrate HR technology and data analytics into modern workforce planning strategies.

Career Outcomes and Potential Pay Scale

Career Path	Average Salary (Annual)
Human Resources Director	\$90,000 - \$160,000
Talent Acquisition Manager	\$85,000 - \$150,000
Employee Relations Specialist	\$75,000 - \$130,000
Diversity and Inclusion Consultant	\$80,000 - \$140,000
Faith-Based HR Consultant	\$70,000 - \$125,000

Practicum Requirement

The practicum for this program provides students with hands-on experience in human resources management, employee relations, and ethical leadership strategies. Students will work with corporate HR departments, faith-based organizations, or consulting firms to apply HR best practices in real-world scenarios.

Practicum Requirements:

- A minimum of 200 hours of supervised field experience.
- Submission of a comprehensive practicum report detailing experiences and learning outcomes.
- Participation in professional development workshops and seminars.
- Completion of a presentation summarizing fieldwork and key takeaways.

Master's Thesis Requirements

The Master's thesis is a critical component of the program, requiring students to conduct original research in human resources management.

The thesis must demonstrate a thorough understanding of foundational principles, research methodologies, and ethical considerations.

Students must complete the following steps:

- Develop a research proposal approved by faculty advisors.
- Conduct an in-depth literature review relevant to their topic.
- Collect and analyze data using appropriate methodologies.
- Write a comprehensive thesis (minimum 50 pages) following academic guidelines.
- Successfully defend their thesis before a faculty committee.

Advocacy in Human Resources

Human resources professionals play a crucial role in advocating for ethical workplace policies, employee rights, and fair labor practices. Graduates of this program will be prepared to implement HR strategies that promote inclusivity, corporate responsibility, and faith-driven leadership.

Advocacy Goals:

- Promote fair labor practices and ethical HR decision-making.
- Advocate for diversity, equity, and inclusion in the workplace.
- Support employee well-being and holistic development.
- Encourage faith-based leadership models in organizational culture.

Additional Elective Courses

Course Code	Course Name	Credit Hours
ELE 901	Employee Engagement and Motivation	3
ELE 902	HR Technology and Artificial Intelligence	3
ELE 903	Ethical Leadership in Human Resources	3
ELE 904	Managing Remote and Hybrid Workforces	3
ELE 905	Organizational Coaching and Mentorship	3