

**Master of Arts in Human Resources,
Minor in Non-Profit Human Resources and Management
HBI University**

Course Duration: 2 years

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



Program Description

The Master of Arts in Human Resources at HBIU University is designed to equip students with the advanced knowledge, research skills, and practical expertise necessary to excel in master of arts in human resources. This program provides a comprehensive foundation in key principles, professional methodologies, and technical applications relevant to industry practices.

The Minor in Non-Profit Human Resources and Management specialization offers specialized coursework to enhance expertise in niche areas of master of arts in human resources. Students will explore key methodologies, theoretical frameworks, and real-world applications to develop a holistic approach to their field.

Through fieldwork, research-based coursework, and practical projects, students will gain experience implementing their knowledge in professional and industry settings. This program is ideal for individuals looking to advance in leadership, research, and development roles within their chosen discipline.

Admissions Requirements

- Bachelor's degree in a relevant field
- Minimum GPA of 3.0
- GRE 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	Introduction to Human Resource Management	3
HRM 202	Organizational Behavior	3
HRM 203	Employment Law and Ethics	3
HRM 204	Compensation and Benefits Management	3
HRM 205	Human Resource Information Systems (HRIS)	3
HRM 206	Diversity and Inclusion in the Workplace	3
HRM 207	Performance Management and Appraisal	3
HRM 208	Change Management and Leadership	3
HRM 209	Recruitment and Talent Acquisition	3
HRM 210	Workplace Conflict Resolution	3

Core Courses (24 Credit Hours)

Course Code	Course Name	Credit Hours
HRM 601	Strategic Human Resource Planning	3
HRM 602	Advanced Leadership and Management	3
HRM 603	Workforce Analytics and Data-Driven Decision Making	3
HRM 604	Labor Relations and Employment Law	3
HRM 605	Global HR Practices	3
HRM 606	Corporate Social Responsibility in HR	3
HRM 607	Training and Development Strategies	3
HRM 608	Capstone in Human Resource Studies	3

Minor in Non-Profit Human Resources and Management (15 Credit Hours)

Course Code	Course Name	Credit Hours
NPHR 701	Introduction to Non-Profit Human Resources	3
NPHR 702	Volunteer Management and Engagement	3
NPHR 703	HR Compliance in Non-Profit Organizations	3
NPHR 704	Ethical Considerations in Non-Profit HR	3
NPHR 705	Diversity and Inclusion in Non-Profit Workplaces	3

Master's Thesis Requirements

The Master's thesis is a critical component of the program, requiring students to conduct original research in their area of specialization. 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.

Program Outcomes

- Develop advanced knowledge in master of arts in human resources.
- Apply specialized expertise in minor in non-profit human resources and management to their field of study.
- Conduct independent research and contribute to advancements in their field.
- Implement best practices in professional and academic settings.

Career Outcomes and Potential Pay Scale

Career Path	Average Salary (Annual)
Clinical Psychologist	\$70,000 - \$120,000
Chaplain Counselor	\$60,000 - \$95,000
Mental Health Therapist	\$65,000 - \$110,000
Research Psychologist	\$75,000 - \$125,000
Faith-Based Counselor	\$50,000 - \$90,000

Additional Elective Courses

Course Code	Course Name	Credit Hours
HRM 701	HR Analytics and Data Interpretation	3
HRM 702	Corporate Training Program Design	3
HRM 703	Workplace Mediation and Negotiation	3
HRM 704	Human Capital Development Strategies	3
HRM 705	Psychology of Employee Motivation	3

Practicum Experience

The practicum for the Master of Arts in Human Resources program allows students to gain practical HR management experience by working with organizations, non-profits, or corporate HR departments. Students will engage in talent acquisition, employee relations, training development, and HR compliance activities.

Practicum Requirements:

- A minimum of 200 hours of supervised HR fieldwork.
- Observation and participation in recruitment, training, and employee engagement initiatives.
- Completion of a reflection journal documenting field experiences.
- Submission of a final practicum report analyzing HR strategies and outcomes.

Advocacy Goals

- Promote ethical HR practices in corporate and non-profit sectors.
- Advocate for workplace diversity, inclusion, and fair employment policies.
- Support employee well-being and mental health initiatives in organizations.
- Influence public policies related to labor laws and HR management.