

Ph.D. in Human Resources, Minor in Non-Profit Human Resources and Management

HBI University

Course Duration: 3 years

Credit Hours: 105



Program Description

The Doctor of Philosophy (Ph.D.) in Human Resources at HBIU University is designed to equip students with the advanced skills and knowledge needed for high-level research, teaching, and leadership roles in human resource management. This program emphasizes a deep understanding of human resource theory, practice, and strategic leadership, with a unique focus on the dynamics of non-profit organizations, through a specialized minor track.

The curriculum is structured around core foundational courses, specialized electives, and intensive research training. Students will engage with key topics such as strategic HR planning, labor relations, organizational behavior, workforce development, and ethical practices in HR management. The program is designed to prepare scholars to contribute to the evolving body of knowledge within HR, addressing both contemporary challenges and opportunities in the field.

The Ph.D. program offers a rich blend of academic rigor and practical experience. In addition to completing a series of core and elective courses, students will undergo a series of comprehensive exams to ensure mastery of the subject matter. A significant portion of the program is dedicated to independent research, where students will develop a dissertation topic, carry out original research, and contribute valuable insights to the field of human resources. The dissertation phase culminates in a formal defense, where students present their research findings to faculty members and scholars in the field.

Admissions Requirements

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

Core Foundational Courses (60 Credit Hours)

Course Code	Course Name	Credit Hours
HRM 701	Strategic Human Resource Management	3
HRM 702	Organizational Behavior and Leadership	3
HRM 703	Labor Relations and Employment Law	3
HRM 704	Diversity and Inclusion in the Workplace	3
HRM 705	Performance Management and Talent Development	3
HRM 706	Compensation and Benefits Strategies	3
HRM 707	HR Analytics and Decision Making	3
HRM 708	Ethics and Corporate Social Responsibility	3

HRM 709	Conflict Resolution and Mediation	3
HRM 710	Workforce Planning and HR Technology	3
HRM 711	Change Management and Organizational Development	3
HRM 712	Global HRM and International Business Strategies	3
HRM 713	Employee Engagement and Retention	3
HRM 714	Advanced Topics in Human Resources	3
HRM 715	Legal and Regulatory Issues in HR	3
HRM 716	Workplace Psychology and Employee Wellbeing	3
HRM 717	HR Consulting and Advisory	3
HRM 718	Negotiation and Bargaining Strategies	3
HRM 719	Human Capital Management	3
HRM 720	HRM Capstone Project	3

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

Course Code	Course Name	Credit Hours
NPHR 701	Non-Profit HR Strategies	3
NPHR 702	Volunteer Recruitment and Management	3
NPHR 703	Grant Writing and Fundraising for HR Programs	3
NPHR 704	Leadership and Governance in Non-Profits	3
NPHR 705	Legal and Ethical Issues in Non-Profit HR	3

Research, Dissertation, and Defense (30 Credit Hours)

Course Code	Course Name	Credit Hours
DISR 801	Research Methods in Human Resources	3
DISR 802	Theoretical Frameworks in HR Research	3
DISR 803	Quantitative and Qualitative Research Methods	3
DISR 804	Dissertation Proposal Development	3
DISR 805	Data Collection and Analysis	3
DISR 806	Dissertation Writing: Literature Review	3
DISR 807	Dissertation Writing: Methodology	3
DISR 808	Dissertation Writing: Findings and Analysis	3
DISR 809	Dissertation Defense Preparation	3
DISR 810	Final Dissertation Defense	3

Program Outcomes

- Develop expertise in human resource strategy and management.
- Conduct advanced research on workforce trends and HR best practices.
- Lead HR initiatives within non-profit and corporate organizations.
- Analyze and implement HR policies and ethical frameworks.
- Contribute to HR innovation and employee well-being initiatives.

Career Outcomes and Potential Pay Scale

Career Path	Average Salary (Annual)
HR Director (Corporate/Non-Profit)	\$90,000 - \$160,000
Organizational Development Consultant	\$85,000 - \$150,000
Talent Acquisition Specialist	\$75,000 - \$130,000

University Professor (HRM)	\$80,000 - \$140,000
HR Policy Analyst	\$85,000 - \$135,000
Chief Human Resources Officer (CHRO)	\$120,000 - \$250,000