

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

HBI University

Course Duration: 2 years

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



Program Description

The Master of Human Resources at HBI University is designed to equip students with the skills and expertise needed to manage human capital effectively within both corporate and faith-based organizations. This program integrates modern HR practices with ethical and faith-based leadership principles, preparing graduates for roles in personnel management, employee relations, and workforce development.

Students will gain knowledge in areas such as talent acquisition, organizational behavior, employment law, and strategic human resource management. The minor in Faith-Based Resources and Management provides additional training in managing human capital within faith-based institutions, nonprofits, and ministries.

This 69-credit hour program includes 30 credit hours of foundational courses, 24 credit hours of core human resources courses, 15 credit hours in Faith-Based Resources and Management, elective coursework, a supervised practicum, and a research-based master's thesis.

Admissions Requirements

- Bachelor's degree in human resources, business administration, psychology, or a related field
- Minimum GPA of 3.0
- Two letters of recommendation
- Statement of purpose outlining career goals in HR and faith-based leadership
- Interview with faculty committee

Practicum Requirement

Students will complete a 300-hour supervised practicum in a human resources department, nonprofit, or faith-based organization. This practicum provides hands-on experience in HR functions, employee relations, and organizational leadership.

Master's Thesis

Students must complete a research-based master's thesis on a relevant human resources or faith-based management topic. The thesis should be between 60-100 pages, adhere to APA formatting guidelines, and contribute to the field of HR and ethical leadership.

Program Outcomes

- Develop expertise in human resource management principles and best practices.
- Apply ethical leadership and faith-based management principles to HR functions.
- Manage talent acquisition, performance evaluations, and employee engagement.
- Analyze labor laws, employment regulations, and workplace compliance issues.
- Conduct research that contributes to advancements in HR and workforce development.

Foundational Courses (30 Credit Hours)

Course Code	Course Title	Credit Hours
HRM 6001	Introduction to Human Resource Management	3
HRM 6002	Organizational Behavior and Leadership	3
HRM 6003	Employment Law and Compliance	3
HRM 6004	Workplace Diversity and Inclusion	3
HRM 6005	Compensation and Benefits Management	3
HRM 6006	Strategic Workforce Planning	3
HRM 6007	Employee Relations and Conflict Resolution	3
HRM 6008	Training and Development Strategies	3
HRM 6009	HR Analytics and Data-Driven Decision Making	3
HRM 6010	Research Methods in Human Resources	3

Core Courses (24 Credit Hours)

Course Code	Course Title	Credit Hours
HRM 6101	Advanced Talent Acquisition and Retention	3
HRM 6102	Performance Management and Employee Engagement	3
HRM 6103	Global HR Management	3
HRM 6104	HR Leadership and Ethics	3
HRM 6105	Technology in HR and Human Capital Management	3

HRM 6106	Faith-Based Leadership in HR	3
HRM 6107	Crisis Management and Employee Well-being	3
HRM 6108	Supervised Human Resources Practicum	3

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

Course Code	Course Title	Credit Hours
FBRM 6201	Managing Human Capital in Faith-Based Organizations	3
FBRM 6202	Faith-Based Leadership and Ethics	3
FBRM 6203	Volunteer Recruitment and Management	3
FBRM 6204	Organizational Sustainability in Nonprofits	3
FBRM 6205	Conflict Resolution and Mediation in Ministry	3

Career Outcomes and Potential Salary

- Human Resources Manager – \$75,000-\$140,000
- Talent Acquisition Specialist – \$65,000-\$120,000
- Organizational Development Consultant – \$80,000-\$130,000
- Faith-Based HR Director – \$70,000-\$125,000

Advocacy and Professional Development

Students are encouraged to engage in professional organizations such as the Society for Human Resource Management (SHRM) and the Association for Talent Development (ATD). Involvement in faith-based leadership initiatives and HR advocacy programs is also recommended.

Additional Electives (9 Credit Hours)

Course Code	Course Title	Credit Hours
ELE 901	Organizational Behavior in Faith-Based Institutions	3
ELE 902	HR Leadership in Non-Profits	3
ELE 903	Workplace Ethics and Religious Accommodations	3
ELE 904	Talent Development for Ministry-Based Organizations	3
ELE 905	Volunteer and Donor Relations in Faith-Based HR	3