

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

HBI University

Course Duration: 3 Years

Total Credit Hours: 105

Program Description

The Doctor of Human Resources at HBI University is designed for professionals aiming to lead HR strategy, talent development, organizational culture, and workforce policy at the highest levels. The program provides advanced training in HR analytics, strategic leadership, conflict resolution, and international workforce management.

Students are equipped to drive innovation in employee engagement, diversity and inclusion, workplace compliance, and ethical labor practices. The program emphasizes both public and private sector leadership with a global lens.

The Minor in Faith-Based Resources and Management prepares students to lead people-centered initiatives in faith-based organizations, nonprofits, and values-driven companies. It blends HR theory with spiritual leadership, Christian ethics, and the theological foundations of stewardship and service.

Admissions Requirements

- Master's degree in Human Resources, Business Administration, or Organizational Leadership
- Minimum GPA of 3.5 from accredited graduate programs
- Statement of Purpose (1,000–1,500 words) outlining HR vision and faith integration
- 3–5 years of HR leadership or consulting experience
- Three letters of recommendation (including one from current/former supervisor)
- Résumé or CV and professional writing sample
- Faculty interview (virtual or in person)

Practicum Experience

The doctoral practicum involves HR leadership in faith-based or service-oriented organizations. Candidates design and implement programs in employee engagement, organizational development, or ethical leadership.

Practicum Requirements:

- 600 hours in HR leadership under professional or ministry supervision
- Submission of performance metrics, change outcomes, and HR strategy evaluation
- Final presentation and HR leadership portfolio

Doctoral Thesis

The HR doctoral thesis addresses a significant workplace issue, leadership model, or workforce policy reform using evidence-based research and faith-centered values. It demonstrates innovation in people management and organizational growth.

Thesis Requirements:

- Applied or empirical research approach
- 100+ page dissertation with strategic HR framework
- Integration of ethical, spiritual, and inclusive practices
- Public defense before academic and HR professionals

Program Outcomes

Graduates will:

- Lead high-performing HR departments and workforce development initiatives
- Shape policy and culture across multinational and nonprofit sectors
- Build inclusive, ethical, and spiritually aligned workplaces
- Mentor next-generation HR leaders with biblical leadership principles
- Design and implement performance management and wellness programs

Core Foundational Courses (60 Credit Hours)

Course Code	Course Name	Credit Hours
HRD 801	Strategic Human Resource Leadership	3
HRD 802	Global Workforce Management	3
HRD 803	Organizational Behavior and Change	3
HRD 804	Ethics and Workplace Integrity	3
HRD 805	HR Metrics and Predictive Analytics	3
HRD 806	Diversity, Equity, and Inclusion Strategies	3
HRD 807	Labor Law and Employment Policy	3
HRD 808	Advanced Talent Acquisition and Retention	3
HRD 809	Employee Learning and Development Systems	3
HRD 810	Executive Coaching and Succession Planning	3
HRD 811	Negotiation and Conflict Resolution	3
HRD 812	Compensation and Benefits Strategy	3

HRD 813	Organizational Assessment and HR Audits	3
HRD 814	Psychological Safety and Workplace Culture	3
HRD 815	Global HR and Cross-Cultural Management	3
HRD 816	Remote Work Strategy and Virtual Leadership	3
HRD 817	Sustainable HR Practices	3
HRD 818	Change Management and Innovation	3
HRD 819	Legal and Ethical Issues in HR	3
HRD 820	Capstone in HR Leadership	3

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

Course Code	Course Name	Credit Hours
FBR 801	Theology of Work and Vocation	3
FBR 802	Faith-Based Organizational Culture	3
FBR 803	Leadership and Servanthood in the Workplace	3
FBR 804	Biblical Ethics and HR Practices	3
FBR 805	Church and Nonprofit HR Administration	3

Specialized Electives (15 Credit Hours)

Course Code	Course Name	Credit Hours
ELE 801	AI and Ethics in Human Resource Systems	3
ELE 802	Resilience and Trauma-Informed Leadership	3
ELE 803	Human Capital and Social Impact	3
ELE 804	Conflict Mediation in Faith-Based Contexts	3
ELE 805	HR Consulting for Faith-Based Organizations	3

Research, Dissertation, and Defense (15 Credit Hours)

Course Code	Course Name	Credit Hours
DISS 901	Advanced Research Design for HR	3

DISS 902	Literature Review and Strategic Alignment	3
DISS 903	HR Innovation and Policy Impact Study	3
DISS 904	Thesis Development and Case Study Analysis	3
DISS 905	Oral Defense and Publication Preparation	3

Career Outcomes and Potential Pay Scale

Career Path	Average Salary (Annual)
Chief Human Resources Officer (CHRO)	\$130,000 – \$200,000
Faith-Based Organization HR Director	\$90,000 – \$145,000
Corporate Diversity and Ethics Consultant	\$100,000 – \$155,000
HR Policy Strategist	\$105,000 – \$160,000
Dean of HR and Organizational Leadership	\$110,000 – \$170,000

Dissertation Outline

1. Introduction

- Workplace problem or innovation area

2. Literature Review

- Contemporary HR theory and faith-informed principles

3. Methodology

- Case study, field research, or HR analytics model

4. Results

- Strategic impact, staff metrics, and analysis

5. Discussion

- Practical implementation and theological reflection

6. Conclusion

- Leadership implications and future research

7. References and Appendices