




Program of Work
for Students Beginning Study toward the
Master of Science in **Human Resource Management** Degree in
2024 Fall or 2025 Spring or 2025 Summer

Required Advanced Human Resource Management Courses		
Credit Hours	Courses	Generally Offered
24	MANA 5322: Compensation & Reward Systems	Every Fall Term
	MANA 5329: HR Metrics and Analytics	
	MANA 5332: Managing Diversity in Organizations	
	MANA 5341: Staffing and Performance Management	
	MANA 5323: Training and Development	Every Spring Term
	MANA 5327: Human Resource Law	
	MANA 5334: Organization Consulting & Research	
	MANA 5348: Human Resource Business Strategy	

Required Advanced Elective Courses	
Credit Hours	Courses
9	Nine graduate semester credit hours of elective courses are required. The specific courses required in this section vary by each student's professional interests and previous academic preparation. Program approval of elective courses is required.

Required Capstone Course (To Be Taken During Last Semester)	
Credit Hours	Course
3	MANA 5336: Strategic Management

Details	Contact	Connect	
https://www.uta.edu/hrm <ul style="list-style-type: none"> • application information • fast facts • curriculum • resources • faculty • alumnae and alumni 	Dr. Tom Graca Clinical Professor of Management Director of the Graduate Program <ul style="list-style-type: none"> • TomG@uta.edu • 1.617.631.6696 (voice) • 1.617.631.6696 (SMS/text) • make an appointment 	 /school/HRMatUTA	 @HRMatUTA
		 /HRMatUTA	

Generally Offered during Fall Semesters

MANA 5322
COMPENSATION & REWARD SYSTEMS

Management of compensation systems in business and other organizations; concepts models and practices related to wage and salary levels and structures; perceived equitable pay; individual performance appraisal, rewards and satisfaction; benefits and employee services.

MANA 5329
HR METRICS & ANALYTICS

This course focuses on the fundamental logic, metrics, and methods necessary for conducting HR analytics. It provides the analytical and critical thinking skills necessary for HR decision-making. This course does involve the analysis of data and the use of basic statistical techniques, but its emphasis is on application and real-world problem solving.

MANA 5332
MANAGING DIVERSITY IN ORGANIZATIONS

Examines implications of employee diversity in organizations, including human resource and organizational behavior issues related to aspects of diversity. Includes study of the changing demographics of workers, effects of diversity on organizational performance, and ways of effectively managing in organizations having applicants, employees, and customers from diverse backgrounds.

MANA 5341
STAFFING & PERFORMANCE MANAGEMENT

This course covers employee recruitment, selection and performance appraisal. Topics include recruitment strategies and methods, methods of employee selection, performance planning, development and validation of appraisal instruments, implementation and conduct of performance appraisal, and performance feedback and counseling.

Generally Offered during Spring Semesters

MANA 5323
TRAINING & DEVELOPMENT

Introduces employee training and development in organizations from a comprehensive theoretical and applied perspective facilitating skill acquisition. Specific topics discussed generally include needs assessment, learning theory and transfer of learning, various training methods, program design, training evaluation, training methods, career management, and employee development.

MANA 5327
HUMAN RESOURCE LAW

Coverage of statutory and case law in the employment setting. Emphasis placed on employment discrimination, compensation and benefits law; government agencies which administer and enforce employment laws are also reviewed.

MANA 5334
ORGANIZATION CONSULTING & RESEARCH

Explores internal and external consulting to business organizations. Emphasis on the management of the change process through the stages of data gathering, diagnosis, analysis, and recommendation.

MANA 5348
HUMAN RESOURCE BUSINESS STRATEGY

Designed with the human resource professional in mind, this course analyzes the role of human resource management in developing and executing business strategy. Central to this course is an examination of how contemporary organizations use human resource management to enhance organizational capabilities and achieve strategic objectives.

Generally Offered during Fall, Spring, and Summer Semesters
(To Be Taken During Graduation Semester)

MANA 5336
STRATEGIC MANAGEMENT

Strategic management uses a general management perspective in addressing issues related to the formulation and implementation of corporate and business level strategy. The course involves developing the ability to identify issues, evaluate strategic options and understand the organizational process by which strategies get formed and executed. It builds on the knowledge gained in functional area courses and uses case studies and projects to improve students' analytical and decision-making skills.