

HUMAN RESOURCES, M.H.R.

The Master of Human Resources program is designed to train individuals for careers as human resource professionals. Because of the increasingly complex and sophisticated nature of the profession, both business foundation courses and a high degree of specialization in the human resource area are needed in order to meet the needs of employers.

The M.H.R. program ensures students achieve the necessary specialized training through 27 hours of required coursework in human resource management, and a six semester-hour internship or practicum experience related to human resources. The M.H.R. program also ensures that students have the necessary exposure to business foundation areas through 12 semester hours selected from coursework in accounting, economics, finance, management science, and marketing.

Learning Outcomes

1. Communication skills: Students will be able to engage in effective business communication, with competencies demonstrated for both oral and written communication.
2. Functional/Domain expertise: Students will have specialized expertise in a functional area or domain area to address complex business or economic issues.
3. Data-driven decision-making skills: Students will examine the role of quantitative data in managerial decision making. They will understand the importance and roles of different types of data. Students will be able to present data in various formats.
4. Global Business Competencies: Students will be able to draw upon their understanding of the international business environment to address complex business or economic questions.
5. Collaboration and influence skills: Students will be able to work effectively within a group context and use appropriate influence tactics when working with others.

Admission

Requirements for admission to the program conform to the general regulations of The Graduate School and the accreditation standards of the Association to Advance Collegiate Schools of Business International (AACSB International). Applicants submit the Moore School of Business application and official transcript of their complete academic record. Students have the option of submitting GRE/GMAT scores to enhance their chance of being considered for admission, fellowships and graduate assistantships.

International applicants whose native language is not English are also required to submit a satisfactory score on the TOEFL or the IELTS International Academic Course Type 2 Exam. Otherwise-qualified candidates are required to achieve a TOEFL score of at least iBT of 100 or 600 paper-based or a score of at least 7.0 on the IELTS exam. The TOEFL is not required of international students who have a degree from an American college or university.

Please visit the Darla Moore School of Business (https://www.sc.edu/study/colleges_schools/moore/) website for admissions information.

Degree Requirements (45 Hours)

Human Resource Core Courses (27 Hours)

Students are required to complete 27 hours of HR core courses listed below. Selected courses may be substituted with special topics

coursework (MGMT 590) based on approval of the Program Academic Director.

Course	Title	Credits
MGMT 701	Human Resources and the Global Firm	3
MGMT 719	Management of Compensation	3
MGMT 720	Staffing	3
MGMT 721	Employment Relations Law	3
MGMT 722	Labor Relations	3
MGMT 725	Human Resource Metrics and Research	3
MGMT 726	Human Resource and Business Strategy	3
MGMT 730	Consulting and Organizational Development in MNCs	3
MGMT 772	Employee and Leadership Development	3
Total Credit Hours		27

Business Foundation Coursework (12 Hours)

Students are required to complete 12 hours of business foundation coursework. In order to ensure that students receive appropriate exposure to analytical and quantitative coursework, the 12 hours of coursework must be approved by the Academic Coordinator. Potential business foundation courses are the following:

Course	Title	Credits
ACCT 728	Financial Accounting	3
ACCT 729	Managerial Accounting	3
ECON 506	Labor Economics and Labor Markets	3
ECON 720	Managerial Economics	3
FINA 756	Financial Statement Analysis	3
FINA 760	Financial Policies	3
IBUS 700	Survey of International Business	3
MBAD 702	Strategic Management	3
MGMT 737	Human Resources Experiential Project	3
MGMT 750	Finance for Human Resource Professionals	3
MGSC 772	Project Management	3
MGSC 791	Operations Management	3
MGSC 796	Information Systems	3
MKTG 701	Marketing Management	3
MKTG 704	Consumer Behavior	3
MKTG 705	Marketing Communications	3

Internship or Practicum (6 Hours)

Students are required to complete MGMT 727, a six hour internship or practicum in the human resource field.

Professional Masters of Human Resources Track (Executive Master of Human Resources, E.M.H.R.)

Admission to this track generally follows the stated requirements for the MHR program. However, current employment, professional achievement and organizational responsibility are considered primary factors in the admissions process.

M.H.R. / J.D Electives Policy

Students in the Human Resources / Law M.H.R. / J.D. program (<https://academicbulletins.sc.edu/graduate/dual-degree-programs/human-resources-law-mhr-jd/>) may use up to 12 hours of employment-related

law courses from the law school to fulfill requirements within the M.H.R. program.