COURSE DESCRIPTIONS

HRG500 Human Resources Leadership and Ethics - 4 credits
This course examines the full scope of human resources activities. It covers a broad list of key Human Resources competencies including strategic management, teaming, problem solving, conflict management, and creativity. This course will also focus on understanding the value and connection between morality, ethics, and values as they relate to the role of Human Resources leadership in our capital system.

HRG510 Strategic Human Resources and Measurement - 4 credits
This course examines the role of the Human Resources leader in the development of vision, mission, values, and coherent strategic plans. Students will diagnose their strategic abilities and develop a plan for increasing their personal and team strategic capabilities. Students also will explore the importance of developing a global talent management and metric driven mindset.

HRG520 Recruitment, Selection, and Retention - 4 credits
This course will explore the full spectrum of the talent acquisition process with a focus on making an effective business case for implementing talent acquisition strategies. The course also will cover testing methods, applicant assessment, and employment engagement methods and the laws and regulations impacting staffing in organizations.

HRG530 Compensation and Benefits - 4 credits
This course explores employee performance methods, pay and reward systems, employee benefits programs, and total compensation systems. The focal point of the course is on designing pay structures that support organization values and strategic objectives. Topics include the strategic role total compensation plays in organizations, the dynamics of alternative pay systems, sales compensation, executive compensation systems, and employee benefits.

HRG540 Organization Development for Human Resources Professionals - 4 credits
This course will help Human Resources leaders understand organization development from a leadership and HR perspective. Students will build their capacity to facilitate complex change initiatives using change theories, models, and concepts. Students will demonstrate an understanding of how a complex business environment is driving the need for continuous change.

HRG550 Human Resources Research Methods and Design - 4 credits
This course provides concentrated learning in action research methodology. The course provides an overview of quantitative and qualitative data collection methods, analysis, intervention selection, and evaluation. The philosophy, ethics, and politics of organizational research are introduced. Students will complete the first phase of their final capstone paper during this course.

PROGRAM OBJECTIVE
The Human Resource Management program offers a practical study of human resource competencies required in today's organizations. The overall context centers on the human resource role as a strategic partner within organizations. The program places emphasis on developing HR leadership, innovation, financial, and strategic thinking skills within the context of HR to help organizations maximize the return on investment from their human capital.

THE CONCORDIA ADVANTAGE
- Flexible – Online or blended program options
- Accelerated – Complete your program in 24 months or less
- Manageable – Attend class or online discussion just one night a week (always on the same night and time)
- Affordable – Competitively priced programs and convenient payment options
- Collaborative – Experience cohort-based learning with a small group of talented professionals who learn together for the duration of your program
HRG560 Finance for Human Resources Leaders - 4 credits
This course will focus on developing Human Resources business acumen as well as a quantitative mindset. Moreover, the practical aspects of strategic and operational roles of accounting and finance are explored. In addition, applications for forecasting, budgeting, financial performance, and fiscal and ethical responsibilities in a global context will be explored.

HRG570 Human Resources Legal Environment - 4 credits
This course covers legal employment issues that Human Resources leaders face in operating organizations in today’s complex environment. Students will study the foundations of the United States legal system, the public and international environment, the private environment, and the regulatory environment as it relates to the role of Human Resources practitioner.

HRG580 Human Resources Action Research at Work - 4 credits
This course will offer students an opportunity to leverage their learning from the entire curriculum and demonstrate their competence in Human Resources problem-solving and leading change. Students will select a topic related to Human Resources leadership. Furthermore, they will use an action research framework and create a high impact deliverable for increasing organization effectiveness.

APPLICATION PROCESS
For admission consideration, a student must submit:
1. Master of Arts application
2. Official transcript from the regionally accredited institution stating conferral of BA degree
3. Personal statement
4. Resume

TO APPLY
Applications are available at www.csp.edu/apply or by contacting the Office of Admission.

Email application materials to: onlineinfo@csp.edu.

TUITION AND FEES
This is a 36-credit program. For tuition and financial aid information, please call 888-859-0641 or visit online.csp.edu.

TECHNOLOGY REQUIREMENTS
Students use their personal computer in this program. To begin the program, students must meet the requirements listed on the technology agreement. To view this agreement please visit www.csp.edu/admission/Graduate/Requirements

Course descriptions, fees and other information included in this form are subject to change. Please refer to the Academic Catalog on our website for more information on program requirements.