

 MVNU / ONLINE

MASTER OF SCIENCE IN MANAGEMENT

# HUMAN RESOURCE MANAGEMENT

2024-25 Program Information

School of Graduate and Professional Studies



## MASTER OF SCIENCE IN MANAGEMENT (MSM)

# HUMAN RESOURCE MANAGEMENT

The Master of Science in Management is a highly focused, fast-paced program that provides students with skills in the functional areas of business along with essential executive and leadership skills. This 10-course, 30 credit hour program is specifically designed for individuals who are current or aspiring leaders in nearly any sector. MSM students learn how to communicate effectively, lead organizational change, maximize human resources, and compete globally. The MSM curriculum is comprised of seven (7) graduate business core courses plus three (3) courses from one of the three (3) MSM concentrations.

The Human Resource Management concentration prepares you for executive roles in human resource management by providing skills in human resource leadership, training and development, and compensation and benefits.



**7 core  
courses**

**30 credit hour  
curriculum**

**Flexible  
scheduling**

# CONTENTS

Tuition Costs	4
Course Descriptions	5-6
Course Start Dates and Deadlines	7
What our Students are Saying	8
Steps for Applying to SGPS	9
Additional MSM Packets	10



## TUITION COSTS

COURSE NUMBER	COURSE NAME	CREDITS	TUITION
MANG6113	Ethical Leadership	3	\$1,494
MANG6023	Organizational Behavior	3	\$1,494
MANG6043	Strategic Management	3	\$1,494
MANG6063	Budgets and Forecasting in Organizations	3	\$1,494
MANG6093	Global Business	3	\$1,494
MANG6123	Legal Issues in Management	3	\$1,494
MARK6003	Marketing Management	3	\$1,494
HRMG6003	Strategic Programming in HR Management	3	\$1,494
HRMG6013	Training and Development	3	\$1,494
HRMG6023	Performance and Reward Systems	3	\$1,494
<b>TOTAL</b>		<b>30</b>	<b>\$14,940</b>

### Additional Important Information

- Program schedule and costs are subject to change and are provided for students during the enrollment process.
- Course-by-course payment is due no later than the first night of each course.
- Textbook costs are not included in the total cost of the program.

\*A \$100 Graduation Fee is charged to all students, regardless of degree type, when the Registrar's Office receives their Intent to Graduate Form.



COURSE-  
BY-COURSE  
PAYMENTS

## COURSE DESCRIPTIONS

### **Ethical Leadership - MANG6113**

An examination of current theories and practices of leadership, along with an exploration of the thesis that effective and ethical leadership lies in a commitment to universal moral principles, including justice, integrity, and compassion. Challenges to this thesis are also examined.

### **Organizational Behavior - MANG6023**

A systematic examination of psychological and sociological variables that are important in the comprehension of individual motivation, the managing of groups, interpersonal relationships, and organizational effectiveness, as well as creativity and leadership within the organization.

### **Strategic Management - MANG6043**

A capstone study of how firms formulate, implement, and evaluate strategies. Students study strategic management concepts and techniques used to chart the future direction of different organizations. The major responsibility of the student is to make objective strategic decisions based on an integrated perspective of the program curriculum and to justify their decisions through oral and written communication.

### **Budgets and Forecasting in Organizations - MANG6063**

A systematic examination of psychological and sociological variables that are important in the comprehension of individual motivation, the managing of groups, interpersonal relationships, and organizational effectiveness, as well as creativity and leadership within the organization.

### **Global Business - MANG6093**

An intensive course designed to give a thorough understanding of the important dimensions of conducting business internationally. Students will gain an appreciation of the complexities associated with international business including: the importance of cultural differences, choice of modes of entry, strategic marketing strategies, strategic human resource strategies, and important international business theories.



### **Legal Issues in Management - MANG6123**

A course designed to give students an understanding of the legal concepts, rights, obligations and liabilities faced in the business environment. This course focuses on the arena in which commercial transactions occur and the legal issues that arise with these transactions. It is the goal of this course to prompt students to proactively consider legal issues among the decision dimensions when making a business decision.

### **Marketing Management - MARK6003**

An introduction to the theory and practical application of marketing principles. Special emphasis is given to developing a framework for analyzing strategic marketing situations by defining target markets and developing a marketing mix related to the market stakeholders of the organization.

### **Strategic Programming in Human Resource Management - HRMG6003**

An introduction to strategic problem-solving and decision-making to manage the human resource functions of an organization. Processes for managing and evaluating human resource functions are examined: benchmarking, measurement, and evaluation techniques. Other topics include the activities that support and develop employees in a manner that contributes to the organization's vision, mission, goals and business strategies.

### **Training and Development - HRMG6013**

A study of the chief learning officer (CLO) or chief knowledge officer (CKO) and how this is viewed as a corporation asset. The course is designed to help human resource administrators improve the effectiveness of employees through learning opportunities and through changes in patterns of relationships among work groups. Special emphasis is given to methods of training, learning and developing all levels of employees.

### **Performance and Reward Systems - HRMG6023**

A study of problem-solving and decision-making skills when managing performance issues and reward incentives in human resources. Special emphasis is given to performance appraisal systems, methods, theory and skill development techniques, workplace performance, salary and wage structures, compensations systems, incentive and reward programs, benefits, and employee motivations. Theories and practical applications are emphasized.



**CREATE  
LIFELONG  
CONNECTIONS**



# COURSE START DATES AND DEADLINES



**Classes start regularly throughout the year.**  
Contact your Enrollment Counselor or [visit our website](#)  
for more information about getting started.

# WHAT OUR STUDENTS ARE SAYING:

**“MVNU has taught me so many skills both in and outside the classroom that I will carry with me into the future as this chapter ends. My MVNU education has given me the knowledge and confidence needed to be a strong and Godly businesswoman.”**

**HANNAH HINERMAN**

Master of Business Administration, 2019





# STEPS FOR APPLYING TO MVNU ONLINE

1. **Complete your application.** (There is no application fee!)
2. **Request all official transcripts** to be sent to MVNU from each college or university you have attended to date.  
Please have your transcripts sent to:

**Mount Vernon Nazarene University**

Attn: SGPS Admissions

800 Martinsburg Road

Mount Vernon, OH 43050

Official Electronic Transcripts should be sent to  
[SGPSApplication@mvnu.edu](mailto:SGPSApplication@mvnu.edu).

\*Additional materials may be required based on individual situations.

3. **Fill out the FAFSA** at [studentaid.gov](http://studentaid.gov) if you plan to use Federal Student Aid.  
MVNU Code: **007085**
4. Once all transcripts have been submitted, you will **receive an admission decision** (typically within one week).
5. **Review your admission decision** with your Enrollment Counselor to understand transfer credits and program requirements.
6. **Complete a Registration Agreement Form** to be scheduled for classes.
7. **Receive course schedule and official Financial Aid award.**
8. **Start your classes!**



**QUESTIONS?**  
**1-800-839-2355**  
MVNU.EDU/SGPS

 **MVNU/ONLINE**

## **ADDITIONAL MSM PACKETS**

Click on any concentration to read more

**HUMAN RESOURCE MANAGEMENT**

**ORGANIZATIONAL MANAGEMENT**

**LOGISTICS MANAGEMENT**