Online MS in Human Resources

Admission Requirements for the Online Master of Science in Human Resources (MSHR)

1. A completed online Application for Admission with a specified essay, resume and the nonrefundable application fee must be submitted electronically to the Graziadio School Admission Office.
2. An official transcript with your posted baccalaureate degree must be provided. All transcripts reflecting in-progress and/or completed coursework toward your undergraduate degree(s) must be submitted to the Graziadio School Admission Office. The official transcript(s) must be issued by the school Registrar(s) and provided in a sealed envelope. If you have not completed your baccalaureate degree at the time of application, submit a current transcript.
3. Applicants must have a minimum of two years of work experience or its equivalent.
4. Applicants who completed work outside of the United States or are not United States citizens/permanent residents must also meet the international student admission requirements listed in the [Admission Information](#) section of the catalog.

Notification of Admission

The Admission Office will inform the applicant of the status of the application. It is the applicant's responsibility to provide all required admission documents by published deadlines. Admission to Pepperdine University will not be considered final until the admission file is complete even when acceptance to the program may allow a 45 day enrollment as an unclassified student. Students will not be allowed to continue beyond the first term until all official documents have been received. Credits earned while on unclassified status do not guarantee student's admission. Admission will be confirmed by a letter from the associate dean.

Master of Science in Human Resources

The Master of Science in Human Resources (MSHR) degree provides a graduate academic learning experience designed to prepare and advance students toward professional careers in Human Resource Management. The degree program combines the theoretical foundations of human behavior with the key technical aspects of human talent management deployment. The program places special emphasis on core business principles in order to position graduates to serve as strategic business partners with the rest of the organization. The strategic management of human capital presents one of the great challenges and opportunities to 21st

century organizations. To meet this, the next generation of forward thinking HR professionals will need an expanding portfolio of awareness and skills. This degree program aims to fulfill these needs and is designed to meet all of the official curriculum requirements outlined by the Society for Human Resource Management (SHRM).

Five learning objectives are central to the MSHR curriculum:

- Develop strong working knowledge of core human resource management principles and practices
- Develop a foundation of knowledge of the basic business disciplines
- Develop competency in managing people and teams
- Increase self-awareness and personal understanding.
- Increase multicultural competencies.

This 39-unit program, designed to be completed in four trimesters, originates from a rich tradition of applied behavioral science, integrated with targeted core business principles in order to expand HR theory and practice. Concepts from behavioral sciences include enhanced self-awareness, group dynamics, change management, and organizational development. Additionally, students receive exposure to business principles like financial accounting and economic concepts. Students will gain mastery of a full range of human capital management approaches through courses on job design, compensation, talent and performance management, and HR-specific classes on strategy, law, analytics, and digital-information platforms.

Emphasis is placed on the application of these concepts to current and future issues facing HR managers, such as increasing the relative influence of the HR function, developing and sustaining strategic alignment with the overall business, and the development/implementation of processes that demonstrate empirical results in individual, team, and overall organizational performance.

Students can expect to participate in regularly scheduled, live synchronous instruction coupled with asynchronous components. The program has two residency immersions where students will come together in-person for an integrative experience.The first session is a weekend workshop that helps socialize incoming students to our unique collaborative learning environment. Through the experiential nature of the workshop students, build a cohesive learning team for the class group and explore the dynamics of interpersonal communication, personal ethics and values, and team development. Students will return for a second in-person session during their final trimester in the program as part of the Strategy capstone course.

Standards and Measurements of Achievement for MSHR Students

Standards of achievement and methods of assessing student performance in each course are delineated in each course syllabus at the outset of the academic term. Through the duration of the MSHR Program, a minimum overall grade point average (GPA) of 3.0 is required to maintain satisfactory academic standing. Each course in the program curriculum must be passed with a grade of "C-" or better. Any course in which a grade lower than "C-" is earned must be retaken and completed with a passing grade. A course may only be repeated once; both the original and new grades will remain on the student's transcript and be factored into the cumulative GPA. Student academic performance is monitored by the Academic Program Office at the end of each term, and any student falling below the 3.0 GPA minimum is subject to academic probation. Students placed on academic probation will be notified in writing and informed of the conditions applicable to the probationary status. Among these conditions is a reduction in academic unit load, limiting enrollment to four (4) units of coursework per trimester for the duration of the probationary period. The probationary status will not be cleared until the student has reached the minimum cumulative GPA of 3.0.

Students who fail to regain good standing within the time frame specified in the initial notification of probation will be subject to dismissal from the Program. Other circumstances that may lead to dismissal include:

- Cumulative GPA falling below 3.0 at any point in the Program
- Earning any grade **lower than a "B"** while on academic probation
- Earning a grade **lower than a "B-" in more than two courses** within the Program
- Earning a grade **lower than "D" in any course**

Pathways to MSHR

Graduates of the BSM Program who meet the eligibility criteria outlined below can complete the MSHR degree with as few as 35 units.

Up to 4 units of MSHR coursework may be waived for students who have completed the BSM degree with a minimum Program GPA of 3.0 and earned a grade of "B" or higher in the following BSM courses:

- ACCT 472 Accounting (4)
- ECNM 477 National Economic Markets (4)

- ECNM 478 International Business (4)

An expedited path to the MSHR degree is also available to MBA students or graduates, requiring as few as 31 units for completion. Up to 8 units of MSHR coursework may be waived for students who earned a grade of "B" or higher in the following FEMBA courses:

- BSCI 651 Behavior in Organizations (4)
- ACCT 652 Accounting Information and Control Systems (4)
- ECNM 657 Prices, Profit, and the Market Economy (4)

(Note: BSCI 650 is required of all MSHR students.)

4-Term Curriculum Sequence

Based on course scheduling and availability, students may complete the program over additional terms by completing fewer units per term.

			Trimester I	
BSCI	651	Behavior in Organizations		4
BSCI	650	Personal and Leadership Development Workshop		1
OTMT	674	Total Rewards		2
ACCT	591	Financial Accounting		2
			Trimester II	
OTMT	672	Organizational Dynamics and Managing Change		4
OTMT	676	Talent Management		4
OTMT	677	Global Human Resources and Inclusion		2
			Trimester III	
ECNM	592	Economic Concepts		2
LEGL	632	Employment Law		2
DESC	638	Human Resource Analytics and Insights		2
		ELECTIVE: 4 units from the Following:		

LEGL	684	Business Negotiation and the Resolution of Conflict	4
OTMT	670	Advanced Principles of Organizations and Leadership	4
OTMT	678	Managerial Creativity and Innovation for Leadership	4
		Trimester IV	
BSCI	635	Leadership and Ethics	2
ISTM	629	Digital Platforms for Human Resources Processes and Information Management	2
OTMT	675	Organization and Job Design	2
STGY	655	Strategic Human Resources	4