

# HUMAN RESOURCE AND ORGANIZATION DEVELOPMENT (GRADUATE CERTIFICATE)

## Description

The graduate certificate in Human Resource and Organization Development is designed to provide professionals with specialized knowledge in HR leadership, strategy, and organizational effectiveness. This certificate program equips students with the skills to develop, implement, and align HR strategies with organizational goals, ultimately driving business success and workforce engagement. Graduates of this certificate program will be prepared for leadership roles in various industries, including business, nonprofit organizations, and the public sector. Whether professionals are looking to advance in their current HR careers or transition into human resource management, this certificate provides the essential skills and knowledge needed to drive strategic HR initiatives and contribute to organizational success.

## Requirements

**Minimum Credit Requirement:** 12 Credits

**Minimum GPA Requirement:** 3.0

Graduate credit is only granted for courses completed with a grade of B– or higher.

Code	Title	Credits
<b>Required Courses</b>		
HRM 805	Managing Human Resources in a Global Economy	3
Select three courses from the following:		
HRM 815	Employment Law and Ethics	9
HRM 820	Recruitment and Selection	
HRM 821	Strategic Rewards and Performance Management	
HRM 822	Talent Management and Development	

## Student Learning Outcomes

### Program Learning Outcomes

**Students will have the opportunity to:**

- Develop HR strategies that align with organizational goals, enhance workforce performance, and support business success.
- Utilize evidence-based HR and leadership practices to lead organizational change, foster innovation, and drive continuous improvement.
- Assess HR data, metrics, and analytics to inform decision making, improve workforce planning, and measure the impact of HR initiatives.