

LEADERSHIP: HUMAN RESOURCE AND ORGANIZATION DEVELOPMENT (M.S.)

Description

The Master of Science in Leadership with an Option in Human Resource and Organization Development is designed to provide the foundation for human resources professionals to develop advanced expertise in HR leadership to effectively develop, implement, and align HR strategies with organizational practices, and ultimately, achieve organizational outcomes. Curriculum is aligned with SHRM competencies and include specialized areas of the HR function to include HR strategy, talent management, staffing, performance management, training and development, HR metrics, leading changes, and organizational leadership. Graduates will be prepared for careers that allow them to contribute to strategic advancement in business settings, in the nonprofit sector, and in the public sphere.

Requirements

Degree Requirements

Minimum Credit Requirement: 30 credits

Minimum GPA: 3.0

Code	Title	Credits
Required Courses		
HRM 805	Managing Human Resources in a Global Economy	3
HRM 810 or HRM 830	Business Acumen: Role of HR in Business HR Technology and People Analytics	3
HRM 815	Employment Law and Ethics	3
LD 804	Leading Teams	3
LD 820	Cultivating Your Leadership Capabilities	3
LD 823	Emergence of a Strategic Leader	3
MGMT 805	Organizational Behavior	3
Electives		
Select two courses from the following:		6
HRM 820	Recruitment and Selection	
HRM 821	Strategic Rewards and Performance Management	
HRM 822	Talent Management and Development	
Integrative Capstone		
HRM 850	Integrative Capstone: HR Strategy	3
Total Credits		30

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

Accelerated Master's

This graduate program is approved to be taken on an accelerated basis in articulation with certain undergraduate degree programs.

General Accelerated Master's policy, note that some programs have additional requirements (e.g. higher grade expectations) compared to the policy.

Please see the [Graduate School website](#) and contact the department directly for more information.

Our Accelerated Master of Science in Leadership: Human Resource and Organization Development provides an opportunity for UNH undergraduate students to begin graduate study while completing a bachelor's degree—making you stand out among other job applicants and increasing your earning potential. Qualified students can begin earning graduate credit during their undergraduate programs, allowing them to maximize their time on campus and return on their educational investment.

Accelerated Master's Requirements

- Student must have GPA of 3.2 or higher to qualify.
- Students must formally apply to the Graduate School and be accepted into the relevant Accelerated Master's program before enrolling in the 800-level courses.
- Students must complete 90 credits before taking 800-level courses.
- Qualified students may complete up to 12 credits at the 800-level during their undergraduate studies, earning dual credit toward their B.S. and M.S. degrees.
- Once a qualified student matriculates into the MSLD-HR&OD program (after completing their undergraduate degree), students then complete the remaining required graduate level coursework to fulfill the 30-credit MSLD-HR&OD program requirements.

Leadership: Human Resource and Organization Development (M.S.) Accelerated Option (4+1)

The Leadership: Human Resource and Organization Development M.S. is approved to be taken on an accelerated basis in articulation with the following undergraduate programs:

Code	Title	Credits
Applied Studies: Management (B.S.)		
Business Management (B.S.)		
Human Resource Management (B.S.)		
<i>Approved 800-level courses completed during undergraduate senior year:</i>		
LD 804	Leading Teams	3
LD 820	Cultivating Your Leadership Capabilities	3
LD 823	Emergence of a Strategic Leader	3
MGMT 805	Organizational Behavior	3

Student Learning Outcomes

Program Learning Outcomes Students will have the opportunity to:

- Formulate flexible methods of leadership to adapt to changing conditions in organizations, situations, cultures, and external events.
- Evaluate organizational relationships and their ability to contribute to organizational effectiveness.
- Develop change management methods informed by evidence-based leadership theories that enable an organization to achieve its goals and mission.
- Develop an ethical framework for implementing a leadership model consistent with an organization's mission, goals, and culture.

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- Assess the field of human resource management and its relevance to leadership practices in organizations.
- Integrate HR concepts to build a competent, committed workforce, and a flexible, integrated, cost-effective organization.