Leadership in HR Management

The Human Resources Management degree is designed for HR professionals who lead people in a professional setting. The program content will expose students to all aspects of people management including understanding human resources functions, enhancing their ability to apply key HR legislation, learning the elements of a total compensation system, developing plans for attracting and selecting employees, discovering the purpose and process of talent management, and applying HR analytics to decision-making.

The purpose of this degree program is to equip students to become strategic partners through the development of interpersonal competencies, critical thinking, and ethical reasoning through the evaluation and analysis of complex laws, policies, and organizational practices which govern and influence successful leadership in HR management.

This program uses a holistic approach, for multiple disciplinary perspectives, analyzing past and present critical issues alongside future possibilities for human resources in business settings. With peer-to-peer exchanges in the online courses, active participation in online discussion forums, HR case studies, and critical dialogue and debate, students are prepared to create sustainable and positive change as human resources professionals.
The M.A. in Human Resources Management aligns with the mission of Claremont Lincoln University to produce human resource professionals who respect differences and collaborate with those of diverse viewpoints to resolve problems.

Key Topics:

- **Decision-making**: Examine data and analytic insights, quantitative and qualitative relationships, and decision-making strategies within a global and diverse workforce.
- **Ethical Leadership**: Lead ethically and responsibly in positions of power in a workplace, community, or organization.
- **People Management**: Understand the foundations of strategic human resource management, workforce planning and employment, and employee and labor relations with a particular focus on mindfulness, dialogue, and collaboration.
- **Strategic Communication**: Demonstrate the interpersonal and engagement skills necessary for effective leaders to achieve innovative and collaborative resolution to community and organization issues.
- **Conflict Resolution**: Resolve conflicts through mindfulness, dialogue, and collaboration to bring about positive change.
- **Action Research**: Research, design, and implement a capstone project to affect a positive impact.
REQUIRED DEGREE COURSES:

MAC 5300 - Leadership in Action
Leadership in action is designed to support the exploration of leadership through self-reflection and assessment, including creating a personal mission statement and developing a leadership philosophy. Students will review a variety of leadership assessments, theories, and strategies on power dynamics, decision making, ethically addressing toxic leadership, conflict resolution, communication, and cultural awareness.

MHR 5302 - The Strategic Role of HR in the Organization
Human Resources Management enables organizations to compete more effectively in today's global economy. This course provides an overview of HR's role in being a strategic business partner in aligning people, strategies, and organizational outcomes. In this course, students investigate many of the technical business functions of an HR professional including staffing, compensation and benefits, employee and labor relations, job design. As an end result, students will be better prepared to take a "seat at the table" as a senior HR advisor.

MHR 5303 - Critical Issues in HR Ethics and Law
Critical Issues in HR Law and Ethics will help students define and apply important legal and ethical guidelines for human resources. The human resources profession often calls upon practitioners to make difficult choices between two right answers, not between right and wrong. Through the study of ethical theory and employment law with application to real world situations, students will learn to translate abstract concepts into pragmatic action.

MHR 5304 - Workplace Diversity and Inclusion
Analyzing current business needs and preparing for the future in a globally-connected and diverse world requires leaders to assess the current state of globalization and how it impacts their organizations. Students will analyze the current global realities for human resources, develop skills for managing across cultures in globally connected organizations, analyze current opportunities and challenges related to diversity and inclusion at work in organizations and make recommendations for the future of the workplace.

MHR 5305 - Leading Organizational Development and Change
The ability to identify, design, and influence change initiatives is critical for success as an HR leader, and the dynamic nature of today's global workplace requires leaders who are able to bring out the best in their organizations. This course produces insight and builds skills that HR professionals can use to influence organizational behavior and create opportunities for change, both large and small, in their places of work.

MHR 5306 - Total Rewards for a Diverse Workforce
It is essential to reward behaviors that will deliver the organization's strategic objectives. Strategic Rewards for a Diverse Workforce is a comprehensive overview of compensation and reward systems.

MHR 5307 - Acquiring, Planning, and Retaining Human Capital
An important aspect of business operations is to ensure that the organization has the right people, with the right skills, at the right time, to accomplish organizational goals and objectives. Talent acquisition and workforce planning are the activities at the forefront of this reality. This course provides a comprehensive understanding of talent acquisition, workforce planning and its strategic role within an organization.

MHR 5308 - Training and Developing an Effective Workforce
One of the more fulfilling aspects of human resources is the opportunity to watch individuals grow professionally. This course will prepare students to serve as an internal consultant who designs metrics and measurements and formulates training and development for individuals. Students will be prepared to design and lead development programs that provide strategic return on investment for an organization.

MHR 5309 - Human Resources Analytics and Insights
Human Resources analytics is a data-driven approach to manage the workforce today and tomorrow. HR professionals can incorporate data analysis to make decisions about organizations based on deep analysis of data, enabling decision making based on talent needs.

MHR 5310 - Capstone Action Project
The educational experience at Claremont Lincoln University culminates in the Capstone Action Project. This project draws on the entire educational experience including research, analysis, and determining appropriate methods and contemporary strategies for designing and implementing initiatives that generate positive social impact.
Heather Staples, Ph.D., Faculty Chair is a strategic-thinking human resources professional with almost 20 years of extensive experience across diverse industries and is highly skilled at managing and streamlining processes with an authentic and hands-on leadership approach. She also brings a wealth of knowledge in online teaching and administration. Her research interests include positive organizational scholarship, generations in the workforce, and diversity.

Phyllis H. Sarkaria, M.A, MBA, is a human capital executive, coach, and adviser and serves on the teaching faculty at Claremont Lincoln University. Before starting her consulting practice, Phyllis was Vice President, Human Resources for Quidel Corporation, a leading manufacturer of medical diagnostic tests, where she oversaw the company’s global HR strategy and programs for over 12 years.

Sunil Ramlall, Ph.D., has 25 years of human resources experience in a variety of industries. He began his HR career as an intern and worked his way to Director before beginning his own consulting company. His focus is on strategic aspects of human resources and how to foster positive outcomes. Dr. Sunil’s research focus is on positive approaches to advance the common good.

Chuks Agada, Ph.D., has extensive human resources experience in a variety of industries with an emphasis on talent management. He began his HR career as an intern and worked his way to Principal Talent Acquisition Partner beginning his own consulting company. While he has a variety of research interests, he is currently working on artificial intelligence in HR practices.

Rhonda Martin Copher, Ph.D., has 18 years of professional experience in leadership, diversity, and analytics. She began her career in the military and worked her way to a Senior Insight Experience Research Analyst at a well-known Fortune 500 company. Rhonda’s research focus includes toxic leadership.