



## ONLINE MASTER OF ARTS IN ORGANIZATIONAL LEADERSHIP - HUMAN RESOURCES

The **M.A. in Organizational Leadership with a Human Resources concentration** is designed to enhance the HR management and general leadership skills of human resource professionals. The purpose of this online master's degree program is to equip students to become strategic partners in both for-profit and non-profit settings through the development of interpersonal competencies, critical thinking, and ethical reasoning as well as through the evaluation and analysis of the complex laws, policies, and organizational practices which govern and influence successful leadership in HR management.

This online master's degree in human resources / organizational leadership program uses a holistic approach, considering multiple disciplinary perspectives as well as analyzing past and present critical issues alongside future possibilities for human resources in business settings. Through 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 resource professionals.

### Expected Growth for Human Resources Managers



**\$110,120**  
Median  
Annual Wage



**9%** Expected  
Employment  
Growth\*

Source: Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Human Resources Managers (November, 2018); \*From 2016-2026



### PROGRAM SNAPSHOT



Accreditation



Program Length  
**12 Months**



Program Cost  
**\$18,000**



Format  
**100% Online**

No GRE or GMAT Required

\*12 month courses: Full-time status (2 courses per term) must be maintained to complete the master's degree in 12 months.



## Required Courses for a Human Resources Concentration:

### MLR 5301 - The Strategic Role of HR in an Organization

In this course you will investigate many of the technical business functions of an HR administrator, including staffing, compensation and benefits, employee and labor relations, job design.

### MLR 5302 - Critical Issues in HR Ethics and Law

In this course, you will analyze a variety of models for ethics, applying them to the specific concerns of human resource management and the legal concerns of employment law.

### MLR 5303 - Leading Individuals and Teams

This course will formulate resources for performance management, workforce planning and talent management, and a variety of leadership models to facilitate both individual & team achievement.

### MLR 5304 - Training and Development

This course will prepare you to serve as an internal consultant who designs metrics and measurements as well as formulate training and development for individuals. You will be prepared to design and lead development programs that provide strategic ROI for your organization.

### MLR 5305 - Connectivity, Culture, and the Future of Work

In this course students will analyze the current state of globalism, develop skills for managing across cultures in globally connected organizations, analyze current opportunities and challenges related to diverse cultures at work in organizations, analyze trends in mobile workers and technology, and make recommendations for the future of their workplace.

### MCC 5301 - Mindfulness

Build the capacity for focused awareness and compassion. Move from personal vision to shared vision through critical and strategic thinking.

### MCC 5302 - Dialogue

Craft creative solutions by drawing out and integrating other's ideas. Listen to understand and advocate without alienation.

### MCC 5303 - Collaboration

Build sustainable change through teams. Create diverse teams who can deal with complex problems and resolve conflict.

### MCC 5304 - Change

Combine flexibility with insight to stay ahead of the rapidly changing environment. Replace resistance to change with an ability to "skate where the puck is going."



### MLR 5306 - Capstone Action Project

This self-directed project draws on your entire educational experience where you research, analyze, and determine appropriate methods and contemporary strategies for designing and implementing initiatives that generate positive social impact.