

USC SCHOOL	Bovard College	
ACADEMIC DEPARTMENT		
GRADUATE PROGRAM	Human Resource Management	
POST CODE	1664	
TERM EFFECTIVE DATE	Spring 2026	

PROGRAM DESCRIPTION

A brief description of the graduate program.

The Master of Science in Human Resource Management program is designed to prepare professionals to advance their careers in the field of human resources (HR). The program emphasizes the strategic role that human resources plays in the performance of global organizations, providing students with the knowledge and skills needed to be effective HR leaders.

In addition to core HR principles, students examine the full spectrum of human capital management concepts, including talent acquisition and retention, employee motivation, change management, and organizational culture. Students will learn about key HR processes, including talent management, total rewards, performance management, learning and development, employee relations, and HR analytics. Finally, students will explore key topics that are increasingly important to HR, including managing in a global context, diversity and inclusion, principled leadership, HR technology, and corporate social responsibility.

COMMON BACHELOR DEGREE PROGRAM PATHWAYS

A list of common bachelor's degrees that undergraduate students pursue in advance of pursuing a progressive degree option with this graduate program. Some programs are restricted to certain majors while others are open to all students.

Open to all majors.

PREPARATORY UNDERGRADUATE COURSES

A list of courses at the undergraduate level that prepare students for the graduate program. Required coursework is listed first, followed by recommended courses. If not applicable, this section will be blank.

Dept. Prefix - Course #	Course Title	Required or Recommended	Units
	NONE		

UNDERGRADUATE COURSES USED TO REDUCE GRADUATE LEVEL UNITS

A list of undergraduate level courses that may be used to reduce the number of graduate level units required for the graduate program. If there are none, that is specified instead.

Dept. Prefix - Course #	Course Title	Units
	NONE	

CORE GRADUATE PROGRAM REQUIREMENTS (# units required)

A list of all required graduate courses for the graduate program. None of these courses may be used toward satisfying undergraduate degree requirements.

If special exceptions for any of these courses are made by the academic department, the course # is marked with an asterisk () and the exception is explained in the "Department Notes" section at the end of this course plan template.*

Dept. Prefix - Course #	Course Title	Units
HRM 500	Human Resource Strategy	2
HRM 505	Organizational Culture and Employee Outcomes	2
HRM 510	Leadership in Human Resources	2
HRM 515	Talent Management	2
HRM 520	Total Rewards	2
HRM 525	Learning and Development	2
HRM 530	Employee Relations	2
HRM 535	Human Resources Analytics	2
HRM 540	Management of Diverse and Global Human Resources	2
HRM 545	Organization Design	2
HRM 550	Change Management and Organization Development	2
HRM 555	Anticipating the Future of Human Resources	2

PRE-APPROVED ELECTIVE COURSEWORK

Elective coursework is approved at the discretion of the academic department. Note the following details about the total number and units required of elective coursework.

0	TOTAL ELECTIVE COURSES REQUIRED FOR THE TRADITIONAL GRADUATE DEGREE
0	TOTAL ELECTIVE UNITS REQUIRED FOR THE TRADITIONAL GRADUATE DEGREE

TOTAL UNIT COUNTS AND REQUIRED GRADUATE UNITS

24	TOTAL UNITS REQUIRED FOR THE TRADITIONAL GRADUATE DEGREE
0	TOTAL GRADUATE UNITS THAT MAY BE WAIVED (IF ANY)
24	MINIMUM NUMBER OF GRADUATE UNITS THAT MUST BE AT THE 500 LEVEL OR ABOVE

NOTES FROM THE DEPARTMENT

This section highlights any unique considerations, exceptions, or requirements for the graduate program. If a program has specific restrictions (courses, majors, etc.), they are detailed below.

- Students must complete all 24 units of the MSHRM program. This is because our program is streamlined and does not have any electives.
- You may take between one course (2 units) per term and four courses (8 units) per term.
- Our program is year-round and therefore you may start in either Spring, Summer, or Fall semester. Please contact pdp@bovardcollege.usc.edu for application dates and deadlines.
- Note that our academic calendar dates differ slightly from the traditional USC calendar.
- All coursework is taught online. There is a 60-minute live Zoom class each week as well as asynchronous work through Canvas.
- Because this program is taught fully online, we are unfortunately unable to accept students who require an F-1 visa.

Name of Authorizing Master's Program Dean**Date Approved**

Anthony Bailey

3/12/2026

Authorizing Dean's Title

Dean, USC Bovard College & Vice President for Global and Online Initiatives