



Master of Science Degree
**HUMAN RESOURCES
MANAGEMENT**

Engaging Minds. Embracing the World.





TAKE YOUR CAREER TO THE NEXT LEVEL

La Roche College's Master of Science in Human Resources Management prepares you to become a leader in today's competitive business environment.

Through a comprehensive program and extensive real-world insight, you'll gain the career mobility you desire. You'll earn more than an advanced degree; you'll learn to coach others, lead projects and solve problems.

The program is tailored to HR professionals, but it is ideal for anyone looking for a career change in a dynamic environment.

You may choose to join the HRM program via three different avenues:

- Master's degree
- Certificate
- Non-degree student

WHY LA ROCHE?

Convenient 36-credit program that allows you to complete your master's degree in just two years.

Face-to-face instruction in an intimate setting with a 12:1 student-to-faculty ratio.

Hybrid, online and accelerated courses that provide convenient options for working professionals.

Expert faculty with experience in the fields of human resources, law and other corporate settings.

HRCI-approved Professional Development Series featuring informal networking environments and lectures by leading HRM professionals.

SHRM Learning System® course to help you effectively prepare for your Professional in Human Resources Management (PHR) or Senior Professional in Human Resources Management (SPHR) designation.

Two locations including La Roche's main campus in the North Hills and Cranberry Woods/Regional Learning Alliance in Cranberry Township.

Apply online at laroche.edu





The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

THE CURRICULUM

Through a combination of theory and practical application, you'll explore extensive subject matters within the HRM field:

- The development of functional area skills
- Qualitative and quantitative approaches to contemporary management issues
- How to recruit and retain top professionals for your company
- Coaching and team-building skills

Core Course Requirements: (21 credits)

HRMT 5011: Financial Analysis & Budgeting

HRMT 5012: Legal Aspects of HRM

HRMT 5013: Quantitative Research Methods in HRM

HRMT 5020: Organizational Behavior

HRMT 5023: Organizational Theory

HRMT 5025A: Integrative Seminar in HRM

HRMT 5025B: Integrative Seminar in HRM

HR CONCENTRATIONS

Beyond the 21 core credits, students specialize in one of four concentrations:

- **HR Administration:** Specialization in compensation management, recruitment and placement.
- **Consulting for Organizational Learning, Development and Change:** Knowledge pertaining to training and development, planning, and implementing change within an organization.
- **Strategic Management and Leadership:** A concentration in performance management and leading a workforce.
- **Managing Information Technology in Organizations and HR:** A focus in HR information systems and managing change processes.

THE SOCIETY FOR HUMAN RESOURCES MANAGEMENT (SHRM) recently confirmed that La Roche College's Master of Science in Human Resources Management (HRM) program fully aligns with SHRM's HR Curriculum Guidebook and Templates. Created in 2006 and revalidated in 2010 and 2013, the HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that undergraduate and graduate students should study. La Roche's M.S. program is the only master-level HRM program in western Pennsylvania to meet SHRM's curricular requirements.

MASTER'S DEGREE PROGRAM REQUIREMENTS

- Bachelor's degree from a regionally accredited institution or proof of equivalent education from an international institution
- Quality Point Average (QPA) of 3.0 or higher on a 4.0 scale in upper-division undergraduate coursework (junior and senior level)
- Application and non-refundable \$50 application fee
- \$100 tuition deposit for full-time students
- Current resume
- Official graduate examination scores (MAT, GRE or GMAT)
- Two academic or professional references
- Essay explaining professional and academic goals
- Official transcripts from all previous colleges
- Satisfactory completion (grade of "C" or better) of three undergraduate prerequisites (must be completed within the first two semesters of graduate study):
 - Three credits of undergraduate managerial accounting or managerial finance
 - Three credits of human resources/personnel administration or one year of HR experience with an overview essay listing experiences and responsibilities
 - Three credits of probability and statistics



MASTER'S DEGREE PROGRAM REQUIREMENTS FOR INTERNATIONAL STUDENTS

- Bachelor's degree from a regionally accredited institution or proof of equivalent education from an international institution. A certified English translation credit evaluation must be submitted directly from World Education Services.
- Quality Point Average (QPA) of 3.0 or higher on a 4.0 scale
- Application and non-refundable \$50 application fee
- \$100 tuition deposit for full-time students
- Current resume
- Official graduate examination scores (Miller's Analogy Test, GRE or GMAT)
- Two academic or professional references
- Essay explaining professional and academic goals. Essay should include a summary of your academic and professional background, the motivation for pursuing a graduate degree in human resources management, and strengths you will bring to the program.
- Official transcripts from all previous colleges with certified English translation
- Notarized affidavit of support
- Notarized bank statement from sponsor providing financial evidence of one full year of cost coverage
- Satisfactory completion (grade of "C" or better) of three undergraduate prerequisites (must be completed within the first two semesters of graduate study):
 - Three credits of undergraduate managerial accounting or managerial finance
 - Three credits of human resources/personnel administration or one year of HR experience with an overview essay listing experiences and responsibilities
 - Three credits of probability and statistics
- Current TOEFL scores. An English diagnostic test also will be given upon arrival at La Roche College, which may result in student being required to complete additional English education and/or other prerequisite coursework.

Apply online at laroche.edu

EIGHT CERTIFICATE OPTIONS

If you want to explore graduate education while gaining professional expertise, our eight certificate programs provide you with a focused knowledge in specific areas of human resources management.

Legal Aspects of Human Resources Management

A comprehensive introduction to current legislation that affects HRM practice. Ideal for anyone interested in HR administration, this certificate prepares you for office work with HR benefits, or to be a compensation analyst, personnel officer or HR assistant.

Contemporary Concepts in Human Resources Management

An overview of organizational management, information systems and contemporary processes and issues. You'll analyze organizational structures and select one that is compatible with a company's technological and environmental needs.

HR Generalist

Specialized knowledge in recruitment, benefits and management. You'll gain the specific skills in human resources for an entry-level position.

Financial Aspects of Human Resources Management

An introduction to the basic concepts of finance and budgeting, broadened theory and practical application related to labor economics and compensation management.

Consulting for Organizational Learning, Development and Change

You'll gain a solid working knowledge of the ideas and activities involved in designing and evaluating organizational training and development programs.

Human Resource Information Systems and Technology

Offers skills in computer-based and web-based training methods and HR database design for recruitment and other corporate purposes.

Managing Information Technology & Change

Teaches you to assess, understand, develop, and implement new technology, and manage change within an organization.

HR Professional


Designed specifically for practicing HR professionals who want to take the PHR or SPHR certification examination.

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CERTIFICATE AND NON-DEGREE PROGRAM REQUIREMENTS

- Application
- Application fee
- Current resume
- Official transcripts from previous colleges



Our graduates are employed by prestigious companies in the nation and throughout Pittsburgh, including: Verizon, MSA, Del Monte, West Penn Allegheny Health System, McDonalds, PNC, Giant Eagle, GNC, Mitsubishi, UPMC, Highmark and Bayer.



PROFESSIONAL DEVELOPMENT SERIES

If you're a business or human resources professional looking to gain knowledge and practical skills, we believe you should learn from the industry's best.

Held on campus, our widely popular Professional Development Series features workshops by local industry experts. The series is valuable to anyone in today's business environment who wants to effectively manage a variety of HR issues.

With eight presentations per year, the series offers:

- Informal networking sessions
- Credits for PHR, SPHR and GPHR certification
- Two-hour presentations held in the evenings
- Free parking





La Roche
COLLEGE

Graduate Studies & Adult Education

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MISSION

La Roche College, a Catholic institution of higher learning, founded and sponsored by the Congregation of the Sisters of Divine Providence, fosters global citizenship and creates a community of scholars from the region, the nation and around the world. The College integrates liberal arts and professional education in creative ways, empowering all members of our community to become lifelong learners, achieve success in their chosen careers and promote justice and peace in a constantly changing global society.