

# *New opportunities for a new workplace*



## *Human Resource Management*

### *Professional profile for expanding, strategic field*

In today's rapidly changing business world, roles for human resource professionals have expanded significantly. Now, a well-qualified HR manager or director is expected to function as a significant partner in, and contributor to, a company's overall business strategy and direction. By creating organizational programs and activities that support these strategies, HR professionals can positively impact organizational success.

Overall employment is projected to grow by 22 percent between 2008 and 2018, much faster than the average for all occupations. Such growth represents new opportunities, new responsibilities and a new imperative for HR professionals to keep their skills up to date<sup>1</sup>.

### *Professional responsibilities that make a difference*

HR professionals clearly make a difference in the workplace:

- HR directors develop strategic plans and have overall responsibility for employee issues.
- Employment managers analyze staffing needs and oversee employee hiring.
- Benefits managers develop competitive employee compensation and benefit plans.
- Employee and labor relations managers interpret union contracts, negotiate collective bargaining agreements and handle employee grievances.

### *Grow the business of you at Keller*

No matter what type of HR management career you want to pursue, DeVry University's Keller Graduate School of Management has an educational path to help position you for success.

With a solid commitment to providing practical, career-focused education that can be tailored to your career goals and interests, Keller works with leaders in the HR field to shape our curriculum. In fact, in developing and updating our HR offerings, we adhere to academic guidelines set by the Society for Human Resource Management ([www.shrm.org](http://www.shrm.org)), the world's largest association devoted to HR management. SHRM guidelines identify 13 minimum core HR topics required in every HR degree program, plus 11 HR elective areas. Bottom line, at Keller you can learn skills essential to maximizing your career potential from business professionals who know what it takes to succeed.

You've already made one good decision by choosing to pursue an advanced education. Now make another by choosing Keller. Read on to learn more about Keller's HR management degree program, graduate certificate, and courses and how they can help grow the business of you.



### *Choose from three outstanding options*

Keller offers three distinct educational paths in the field of HR management. No matter what your career goals, there's an option for you.

#### **MHRM**

Consider a Master of Human Resource Management degree to position yourself for success in this dynamic field.

#### **MBA**

Pursue a Master of Business Administration degree with a concentration in HR to prepare for a wide variety of career opportunities.

#### **HR Management Graduate Certificate**

Earn this while on your way to a master's degree or as a stand-alone credential.

<sup>1</sup> Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2010–11 Edition, Human Resources, Training, and Labor Relations Managers and Specialist, on the Internet at [www.bls.gov/oco/ocos021.htm](http://www.bls.gov/oco/ocos021.htm) (visited May 27, 2011).



### *The credibility you expect*

- DeVry University is accredited by The Higher Learning Commission of the North Central Association, [www.ncahlc.org](http://www.ncahlc.org). Keller Graduate School of Management is included in this accreditation.
- Learn from successful real-world business leaders.
- Become familiar with management skills employers demand.
- Benefit from nationally respected programs that address market trends.

### *The flexibility you need*

- Select coursework to fit your specific career goals.
- Balance work, life and school with Keller's flexible schedules.
- Take classes on campus, online or both and get the same attention, curriculum and quality.

### *Keller's management core*

All Keller master's degree programs require you to complete a core set of management courses focused on general skills critical to success in the business world – skills needed to achieve new levels of career potential. You can learn to:

- Understand key concepts of accounting and finance.
- Examine the legal, political and regulatory controls for business law, ethics and corporate social responsibility.
- Review organizational behavior.
- Explore the structure of technology in the workplace.

### *Human Resource Management program focus*

Your Keller education will also focus on knowledge specific to the HR management field. Areas of study include techniques for managing a strategically oriented HR function, as well as analysis of current practices in the field related to planning, staffing, rewarding, developing and maintaining an organization's jobs and the people who perform them. In addition, your courses will help you:

- Learn to apply employment law.
- Develop policies and procedures for HR planning, recruiting and selection.
- Study techniques for training and developing employees and organizations.
- Learn to create competitive compensation systems that support organizational goals.
- Examine employee benefits and how to create a comprehensive HR plan.

## *Keller's Human Resource Management options*

### **Master of Human Resource Management**

#### *MHRM Program Core Courses – all five required*

- Accounting and Finance: Managerial Use and Analysis, FI504
- Legal, Political and Ethical Dimensions of Business, GM520
- Leadership and Organizational Behavior, GM591
- Managerial Applications of Information Technology, IS535
- Marketing Management, MM522

#### *MHRM Program-Specific Courses – HR600 and five others required*

- Managing Organizational Change, HR587
- Human Resource Management, HR590
- Training and Development, HR592
- Employment Law, HR593
- Strategic Staffing, HR594
- Compensation, HR598
- Benefits, HR599
- Human Resource Planning, HR600

#### *MHRM Elective Courses – four required*

Choose any electives for which prerequisite(s) are met. Course offerings are found in Keller's academic catalog, available via [keller.edu](http://keller.edu).

### **Master of Business Administration with Human Resources Concentration**

#### *MBA Program Core Courses – all five required*

- Accounting and Finance: Managerial Use and Analysis, FI504
- Applied Managerial Statistics, GM533
- Leadership and Organizational Behavior, GM591
- Managerial Applications of Information Technology, IS535
- Marketing Management, MM522

#### *MBA Program-Specific Courses – all five required*

- Managerial Accounting, AC505
- Managerial Finance, FI515
- Legal, Political and Ethical Dimensions of Business, GM520
- Business Economics, GM545
- Business Planning Seminar, GM600

#### *MBA Elective Courses – 18 credit hours required*

Choose any electives for which prerequisite(s) are met. Keller offers 13 diverse HR elective options, descriptions of which are found in Keller's academic catalog, available via [keller.edu](http://keller.edu). Four HR courses are required for an HR concentration.

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### **Graduate Certificate in Human Resource Management**

#### *HR Certificate Courses – all six required*

- Leadership and Organizational Behavior, GM591
- Managing Organizational Change, HR587
- Human Resource Management, HR590
- Training and Development, HR592
- Employment Law, HR593
- Strategic Staffing, HR594

#### *HR Elective Options – two required*

- Human Resources and Technology, HR530
- Managing Global Diversity, HR582
- Labor Relations, HR586
- Negotiation Skills, HR595
- Compensation, HR598
- Benefits, HR599

Learn more at [keller.edu](http://keller.edu) or call 888.535.5370  
to speak with an admissions representative.



# Keller



Graduate School of Management

Visit [keller.edu](http://keller.edu) or call 888.535.5370

For comprehensive consumer information, visit [keller.edu/studentconsumerinfo](http://keller.edu/studentconsumerinfo)

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