

## Global Leadership and Management

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The Global Leadership and Management Department includes an internationally-oriented and dedicated faculty with expertise in global management, leadership, human resource management, and organizational behavior.

Our curriculum is designed to prepare students for successful management careers in the global business arena and in a variety of organizations. Our graduates are armed with an understanding of the management discipline, a broad intellectual framework for managing in an evolving marketplace, and the ability to lead and work in today's global organizations.

## Master of Science in Human Resource Management

### Admission Requirements

To be eligible for admission to the MSHRM program, applicants must demonstrate academic and professional preparedness. Admissions are based on a portfolio approach:

- GPA in upper divisions course work (3.0 preferred)
- Resume outlining professional experience\*
- GMAT or GRE\*\*
- Statement of Purpose
- Two letters of recommendation

Interviews may be conducted upon submission of complete portfolio

\*A minimum of five years of professional full-time work experience of which three years are in human resources is preferred. If no work experience, a graduate degree from an accredited university with a 3.0 GPA may be considered

\*\*GMAT/GRE may be waived for experienced applicants with strong academic credentials.

Graduate student applicants whose studies were completed in a non-English speaking country must demonstrate proficiency in English by presenting a minimum score of 80 on the iBT TOEFL (equivalent to 550 on paper-based version) or 6.5 overall of the International English Language Testing System (IELTS).

The Master of Science in Human Resource Management is designed for professionals and executives in the field of human resource management, as well as for college graduates interested in a career in the field. The MSHRM is a value-added program where students proceed through courses in a lock-step process designed to maximize the value of the program. This program is designed to be completed in 12 months. Students can choose from two delivery formats, online or on campus with classes meeting only on Saturdays. A part-time 24-month option is also available. The students will also have extensive interaction with an Advisory Board, which is made up of leading HR professionals from the South Florida area.

To complete the program successfully, students must maintain a "B" average (3.0 GPA). For further information, please contact the program manager at (305) 348-5945, or visit our web site at <http://mshrm.fiu.edu>.

The following courses are required for the MSHRM degree:

### Core Courses

MAN 6297	Labor Issues and Conflict Management	3
MAN 6626	International Human Resource Management	3
MAN 6347	Performance and Talent Management	3
MAN 6157	Wellness Management	3
MAN 6316	Human Resource Management Metrics	3
MAN 6403	Employment Law and Human Resource Management	3
MAN 6385	Human Resource Strategy and Planning	3
MAN 6365	Staffing Organizations	3
MAN 6336	Reward Systems Management	3
MAN 6359	Human Resource Knowledge Management	3
MAN 6327	High Involvement Human Resource Management	3
MAN 6317	Critical Thinking in Human Resource Management	3

### Required Professional Development Course:

GEB 6507	Finance for HR Professionals	1
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### Required to select one (1) of the following

#### Professional Development Seminar courses:

MAN 6356	Professional Development Seminar I	1
MAN 6946	Human Resource Management Internship	1-3

## Doctoral Studies Program

The Doctoral Studies Program in Business Administration is a selective one leading to the Ph.D. degree. The program emphasizes the development of research and teaching skills to ensure the graduates acquire the credentials necessary for placement in leading institutions.

Each doctoral student's program of study is individually tailored to mesh faculty and student interests and to maintain a high level of interaction between the students and faculty.

The program generally requires three to four years of full-time study, including approximately one to one-and-one-half years of dissertation research. A set of core, or "tool area" business courses, geared toward establishing the student's breadth of knowledge, is required of all doctoral candidates during the first year of study. The second year of coursework focuses on a particular area of concentration to develop the student's depth knowledge in

a specific discipline. The Department of Management and International Business offers a Ph.D. concentration in Management. Students may focus their studies on Strategic Management, Entrepreneurship, International Business and International Management, Human Resource Management, Organizational Behavior, and Hospitality Management.

**Required Courses**

- MAN 7275 Organizational Behavior Management
- MAN 7895 Seminar in Management  
**and either**
- MAN 7616 Multinational Firm Global Strategy  
**or**
- MAN 7718 Analysis of Corporate Policy

**Content Courses: (Minimum of 3 courses)**

- MAN 7146 Leadership
- MAN 7147 Leadership II
- MAN 7148 Intuition in Management
- MAN 7206 Organizational Analysis
- MAN 7207 Theories of Organization
- MAN 7235 Management Philosophy and Strategy
- MAN 7305 Human Resource Management
- MAN 7412 Labor-Management Topics
- MAN 7609 Comparative Management
- MAN 7620 International Business Operations I
- MAN 7621 International Business Operations II

**Required Research Methods Courses:**

- MAN 7155 Fundamentals of Behavioral Research
- MAN 7910 Advanced Management Research
- MAN 7640 International Business Research Methods  
**and**
- QMB 7910 Quantitative Research Methods in Business  
**or**
- GEB 7911 Quantitative Research Methods in Business  
**or**
- MAN 7984 Doctoral Research Seminar: Development and Utilization of Large Scale Datasets

**Minimum of 4 Statistical Courses (not listed here)**

**Research Project Courses**

- ACG 7906 Independent Study (Required 6 hour course)
- MAN 7936 Doctoral Seminar in Business
- MAN 7980 Ph.D. Dissertation (Minimum of 24 credit hours)

**Master of Science in Human Resource Management/Master of Business Administration Joint Degree Program**

The Department of Management & International Business and the MBA program in the Alvah H. Chapman Jr. Graduate School of Business at Florida International University have a joint degree program culminating in both a Master of Business Administration degree (MBA), and a Master of Science in Human Resource Management (MSHRM). Under the joint degree program, a student can obtain both degrees in less time than it would take to

obtain both degrees if pursued consecutively. The joint degree program will use existing faculty, courses, and resources. Important criteria relating to the joint degree program are as follows:

Candidates to the joint degree program must meet the entrance requirements established by each individual program. Candidates must submit applications to both programs and notify each Program Manager of desire to pursue the joint degree. Candidates deciding to pursue the joint degree option after having been admitted to one program, must submit a second application to the other program and notify each Program Manager of desire to pursue the joint degree option

1. Applications for a joint degree will not be accepted from candidates who have already completed either degree. MBA or MSHRM students must apply and be admitted no later than the second to last semester in which they are expected to complete their original degree requirements.
2. Candidates must satisfy all requirements for each degree. The two degrees will have two - four common courses. All courses transferred between degrees must be completed with a grade point average of 3.0 or higher. MSHRM courses transferred to meet MBA elective credit must be 6000 level courses approved by the University Curriculum Committee. Directors of the MBA and MSHRM degree programs may adjust these exact course requirements as a result of future changes to the MBA or MSHRM curriculums.

**3.1 Joint Flex MBA/MSHRM Degree**

3.1.1. To obtain the MSHRM degree, Flex MBA students must complete the following courses for a total of 68 credit hours as follows:

In the Flex MBA program (36 credit hours):

ACG 6026	Accounting for Managers	3
ACG 6175	Financial Reporting & Analysis	3
BUL 6810	Legal Environment of Business	3
FIN 6406	Corporate Finance	3
FIN 6446	Competitive Strategy	3
MAN 6501	Operations Management	3
MAN 6245	Organizational Behavior	3
MAN 6726	Strategic Management	3
MAN 6830	Organizational Information Systems	3
MAR 6805	Marketing Management in the Global Environment	3
MAR 6816	Corporate Simulation	3
QMB 6357	Business Statistical Analysis	3
	Professional Development Seminars (PDS)	

In the MSHRM program (32 credit hours):

MAN 6157	Wellness Management	3
MAN 6403	Employment Law and Human Resource Management	3
MAN 6626	International Human Resource Management	3
MAN 6297	Labor Issues and Conflict Management	3
MAN 6359	Human Resource Knowledge Management	3
MAN 6316	HRM Metrics	3
MAN 6347	Performance and Talent Management	3
MAN 6336	Reward Systems Management	3
MAN 6365	Staffing Organizations	3

MAN 6317 Critical Thinking in Human Resource Management 3  
 Professional Development Seminars (PDS) I, II, III 2  
 3.1.2. To obtain the Flex MBA, MSHRM degree students must complete a total of 68 credits as follows:

In the MSHRM program (38 credit hours):  
 MAN 6157 Wellness Management 3  
 MAN 6403 Employment Law and Human Resource Management 3  
 MAN 6327 High involvement Human Resource Management 3  
 MAN 6626 International Human Resource Management 3  
 MAN 6297 Labor Issues and Conflict Management 3  
 MAN 6359 Human Resource Knowledge Management 3  
 MAN 6316 HRM Metrics 3  
 MAN 6385 Human Resource Strategy and Planning 3  
 MAN 6347 Performance and Talent Management 3  
 MAN 6336 Reward Systems Management 3  
 MAN 6365 Staffing Organizations 3  
 MAN 6317 Critical Thinking in Human Resource Management 3  
 Professional Development Seminars (PDS) I, II, III 2  
 In the Flex MBA program (30 credits hours):  
 ACG 6255 Accounting for Managers 3  
 ACG 6175 Financial Reporting & Analysis 3  
 BUL 6810 Legal Environment 3  
 FIN 6406 Corporate Finance 3  
 FIN 6446 Competitive Strategy 3  
 MAN 6501 Operations Management 3  
 MAN 6830 Organizational Information Systems 3  
 MAR 6805 Marketing Management in the Global Environment 3  
 MAR 6816 Corporate Simulation 3  
 QMB 6357 Business Statistical Analysis 3  
 Professional Development Seminars (PDS)

### 3.2. Joint International MBA/MSHRM Degree

3.2.1. To obtain the MSHRM degree, international MBA (IMBA) students must complete the following courses for a total of 77 credit hours as follows:

In the IMBA program (45 credit hours):  
 ACG 6026 Accounting for Managers 3  
 ACG 6175 Financial Reporting & Analysis 3  
 BUL 6810 Legal Environment 3  
 FIN 6406 Corporate Finance 3  
 FIN 6444 Global Financial Strategy 3  
 MAN 6501 Operations Management 3  
 MAN 6245 Organizational Behavior 3  
 MAN 6726 Strategic Management 3  
 MAN 6703 Colloquium in Managing Organizational Ethics 3  
 MAN 6830 Organizational Information Systems 3  
 MAN 6679 Master's Project in International Business 3  
 MAR 6805 Marketing Management in the Global Environment 3  
 QMB 6357 Business Statistical Analysis 3  
 Professional Development seminars (PDS) I, II, III 2

In the MSHRM program (32 credit hours):  
 MAN 6157 Wellness Management 3  
 MAN 6403 Employment Law and Human Resource Management 3  
 MAN 6626 International Human Resource Management 3  
 MAN 6297 Labor Issues and Conflict Management 3  
 MAN 6359 Human Resource Knowledge Management 3  
 MAN 6316 HRM Metrics 3  
 MAN 6347 Performance and Talent Management 3  
 MAN 6336 Reward Systems Management 3  
 MAN 6365 Staffing Organizations 3  
 MAN 6317 Critical Thinking in Human Resource Management 3  
 Professional Development Seminars (PDS) I, II, III 2

3.2.2. To obtain the International MBA (IMBA), MSHRM degree students must complete a total of 77 credits as follows:

In the MSHRM program (38 credit hours):  
 MAN 6157 Wellness Management 3  
 MAN 6403 Employment Law and Human Resource Management 3  
 MAN 6327 High Involvement Human Resource Management 3  
 MAN 6626 International Human Resource Management 3  
 MAN 6297 Labor Issues and Conflict Management 3  
 MAN 6359 Human Resource Knowledge Management 3  
 MAN 6316 HRM Metrics 3  
 MAN 6347 Performance and Talent Management 3  
 MAN 6336 Reward Systems Management 3  
 MAN 6365 Staffing Organizations 3  
 MAN 6317 Critical Thinking in Human Resource Management 3  
 Professional Development Seminars (PDS) I, II, III 2

In the IMBA program (39 credit hours):  
 ACG 6026 Accounting for Managers 3  
 ACG 6175 Financial Reporting & Analysis 3  
 BUL 6810 Legal Environment of Business 3  
 FIN 6406 Corporate Finance 3  
 FIN 6444 Global Financial Strategy 3  
 MAN 6608 International Business 3  
 MAN 6830 Organizational Information Systems 3  
 MAN 6703 Colloquium in Managing Organizational Ethics 3  
 MAN 6679 Master's Project 3  
 MAR 6805 Marketing Management in the Global Environment 3  
 MAR 6816 Corporate Simulation 3  
 QMB 6357 Business Statistical Analysis 3  
 Professional Development seminars (PDS) I, II, III 2

### 3.3. Joint Professional MBA/MSHRM Degree

3.3.1. To obtain the MSHRM degree, Professional MBA (PMBA) students must complete the following courses for a total of 74 credit hours as follows:

In the PMBA program (42 credit hours):

ACG 6026	Accounting for Managers	3	BUL 6810	Legal Environment of Business	3
ACG 6175	Financing Reporting & Analysis	3	FIN 6406	Corporate Finance	3
BUL 6810	Legal Environment of Business	3	FIN 6446	Competitive Strategy	3
FIN 6406	Corporate Finance	3	FIN 6644	Global Financial Strategy	3
FIN 6446	Competitive Strategy	3	MAN 6608	International Business	3
FIN 6644	Global Financial Strategy	3	MAN 6501	Operations Management	3
MAN 6608	International Business	3	MAN 6245	Organizational Behavior	3
MAN 6501	Operations Management	3	MAN 6726	Strategic Management	3
MAN 6245	Organizational Behavior	3	MAN 6830	Organizational Information Systems	3
MAN 6726	Strategic Management	3	MAR 6805	Marketing Management in the Global Environment	3
MAN 6830	Organizational Information Systems	3	MAR 6816	Corporate Simulation	3
MAR 6805	Marketing Management in the Global Environment	3	QMB 6357	Business Statistical Analysis	3
MAR 6816	Corporate Simulation	3		Professional Development Seminars (PDS)	
QMB 6357	Business Statistical Analysis	3			
	Professional Development Seminars (PDS)				

**Notes:**

<sup>1</sup> Requirements for the Corporate MBA depend on track chosen. If a candidate has elected the option of a specialization, the requirements and shared/common courses for the Flex MBA will be used. Otherwise, the requirements and shared/common courses for the PMBA will be used.

<sup>2</sup> The Executive MBA and Professional MBA in Healthcare Management programs are not included as an option for the joint degree.

<sup>3</sup> Joint degree candidates will not receive either degree until all requirements for both programs have been satisfied. Students deciding against completing a second degree must satisfy all degree requirements for the first program as if the student had never been a joint degree candidate.

For additional information, contact the MBA office at (305) 348-0148 or the Master of Science in Human Resource Management office at (305) 348-5945.

## In the MSHRM program (32 credit hours):

MAN 6157	Wellness Management	3
MAN 6403	Employment Law and Human Resource Management	3
MAN 6327	High involvement Human Resource Management	3
MAN 6626	International Human Resource Management	3
MAN 6297	Labor Issues and Conflict Management	3
MAN 6359	Human Resource Knowledge Management	3
MAN 6316	HRM Metrics	3
MAN 6385	Human Resource Strategy and Planning	3
MAN 6347	Performance and Talent Management	3
MAN 6336	Reward Systems Management	3
MAN 6365	Staffing Organizations	3
MAN 6317	Critical Thinking in Human Resource Management	3
	Professional Development Seminars (PDS) I, II, III	2

3.3.2. To obtain the Professional MBA (PMBA).  
MSHRM degree students must complete a total  
of 74 credits as follows:

## In the MSHRM program (38 credit hours):

MAN 6157	Wellness Management	3
MAN 6403	Employment Law and Human Resource Management	3
MAN 6327	High Involvement Human Resource Management	3
MAN 6626	International Human Resource Management	3
MAN 6297	Labor Issues and Conflict Management	3
MAN 6359	Human Resource Knowledge Management	3
MAN 6316	HRM Metrics	3
MAN 6347	Performance and Talent Management	3
MAN 6336	Reward Systems Management	3
MAN 6365	Staffing Organizations	3
MAN 6317	Critical Thinking in Human Resource Management	3
	Professional Development Seminars (PDS) I, II, III	2

## In the PMBA program (36 credit hours):

ACG 6026	Accounting for Managers	3
ACG 6175	Financing Reporting & Analysis	3