Master of Science

Human Resource Management - Online

Program Overview

The Master of Science in Human Resource Management (MSHRAM) at American University prepares students for the evolving HR landscape. The program blends data-driven decision-making, human resource technology, and leadership principles to equip students with the analytical and managerial skills needed to transform the workplace.

Key Features

- 100% Online format
- Specialization in HR Technologies & Systems
- Finish in as little as 22 months
- Flexible, career-focused curriculum

Program Objectives

- Apply data analytics to evaluate hiring practices, employee metrics, and workforce trends.
- Ensure organizational compliance through effective risk management strategies.
- Analyze financial data to align HR initiatives with business objectives and profitability.
- Develop intercultural communication competencies to manage diverse global teams effectively.

Program Highlights

The program offers a foundation in HR management with essential courses designed to equip you with the skills needed to kickstart and advance your career in the field. Each course is crafted to provide real-world insights and practical tools that will set you apart in today's competitive job market.

- **Human Resource Information Systems** – Use a range of information systems to understand workforce trends and challenges.
- **Evaluating, Hiring and Employee Metrics** – Analyze HR metrics and dashboards to manage talent and drive workplace decisions.
- **Financial Analysis for Human Resource Professionals** – Develop financial projections for HR initiatives that impact an organization's profitability.
- **Decision Making and Change Management** – Frame and implement strategies for organizational change.

Recognized SHRM-Aligned Curriculum

The Master of Science in Human Resource Management is approved and recognized by SHRM for offering a curriculum aligned with their graduate education guidelines.

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2025 Curriculum

The online program consists of 10 courses (30 credits), each eight weeks long, culminating with a capstone course that allows you to apply everything you have learned to a project in your specific area of interest.

Module	Credits
HRAM Courses	
HRAM 600 Human Resource Information Systems	3
HRAM 610 Evaluating, Hiring, and Employee Metrics	3
HRAM 630 Compliance and Risk Management	3
HRAM 660 Financial Analysis for Human Resource Professionals	3
HRAM 650 Research Methods for Human Resource Professionals	3
Professional Core	
PROF 610 Intercultural Communication for Professionals	3
PROF 615 Decision Making and Change Management	3
PROF 620 Professional Ethics and Project Leadership	3
PROF 630 Client Communications and Professional Consulting	3
Capstone	
HRAM 700 Human Resource Management Capstone	3

HRAM 600 Human Resource Information Systems

This course explores the breadth, depth, and application of human resource management information systems (HRIS). Students learn how to use a data driven approach to increase efficiency, effectiveness, and impact in the performance of individuals, teams, and organizations. This course uses a summative project approach that allows students to understand the importance of analytics, measurements, process improvement, and business consulting to realize the potential that HRIS and technological solutions offer.

HRAM 610 Evaluating, Hiring, and Employee Metrics

This course provides students with a working knowledge of metrics related to recruiting, hiring, and retaining employees based on job analysis and job specifications. Determining what metrics to measure and report depends on an organization's strategy and goals. This course focuses on assessing what data are meaningful, determining how to measure them, and choosing appropriate communication channels and methods.

HRAM 630 Compliance and Risk Management

This course explores workplace culture, legal requirements, and what metrics must be maintained by HR for regulatory compliance and to inspire behavior change. It examines ethics, legal compliance issues, and how to meet the needs of diverse internal and external audiences. Students analyze evaluations of investigations and workplace training initiatives, focusing on legal requirements, methods, and approach. The course prepares students to implement corrective actions, including deploying compliance training and safeguards within human resources information systems (HRIS).

HRAM 660 Financial Analysis for Human Resource Professionals

This course focuses on the financial analytics and business competencies needed for HR professionals to engage with an organization's business partners at tactical and strategic levels. Students focus on HR activities, including talent acquisition, compensation and pay equity, and benefit guidelines from a financial perspective to support a business's strategic plan. The course provides students with the experience of using financial analytical techniques with real-world data. Students analyze scenarios and develop financial projections for HR initiatives that impact an organization's profitability. Course topics include presentation skills, using Excel as a financial analytical tool, and financial statements, analytics, and projections.

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Your Courses

HRAM 650 Research Methods for Human Resource Professionals

This course introduces qualitative and quantitative research methods important to the work of HR professionals. Students investigate the circumstances under which HR professionals use interviews, focus groups, and surveys to support their work. Students learn how to craft qualitative and quantitative data collection instruments, conduct qualitative and quantitative research, analyze data, and produce descriptive and analytical reports that meet expectations for professionals in the HR field. The course covers validity and reliability, ethical considerations, data equity, cultural responsiveness, and the positionality of the researcher.

PROF 610 Intercultural Communication for Professionals

This course improves the intercultural competencies and communication skills of students, with a particular focus on aspects of intercultural communication highly relevant to human resource professionals in a global economy. Students increase their understanding of, and ability to work with, the processes involved when cultures come into contact in the workplace and society. This course enhances students' ability to think critically and creatively about today's cultural challenges, to practice intercultural relations, and to provide perspective on personal and professional responsibilities as current and future leaders.

PROF 615 Decision Making and Change Management

Organizations are constantly changing in response to a wide array of internal and external system dynamics, often unintentionally but sometimes in a planned, methodical way. This course focuses on the latter, where organizational leaders work collaboratively to make good decisions about what to change and how to manage those changes, given competing priorities and limited resources. Students learn how to analyze the needs of diverse stakeholders, identify change levers and resistance, develop change metrics and strategies, and strategize communication, engagement, learning, and sustainment activities. This course helps students become influential leaders and catalysts for positive change within any organization.

PROF 620 Professional Ethics and Project Leadership

This course explores frameworks and theories in ethics and leadership as these relate to the work of HR professionals. Students apply ethics frameworks and theories including Universalism, Utilitarianism, Rights, Justice, Virtue Ethics, Care Ethics, and others, to HR-related case studies in ethical leadership success and failure. Students learn how to use stakeholder, PMI, and SWOT analyses to analyze ethical dilemmas in the workplace. This course prepares students to champion a culture of ethics and integrity in the workplace.

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PROF 630 Client Communications and Professional Consulting

This course introduces students to the consulting industry and exposes them to the skills necessary to thrive in this diverse, dynamic, competitive, and burgeoning market. Students gain an understanding of how technical, interpersonal, and consulting skills can be applied to build partner relationships, make effective recommendations, and work collaboratively to implement solutions. By examining the phases of consulting and key competencies and skills, students become better prepared to successfully engage in internal and external consulting and manage client relationships.

HRAM 700 Human Resource Management Capstone

The final capstone is a culminating project that utilizes a set of skills that demonstrate maturity and professionalism in strategic thinking in human resource management. Informed by an understanding of data, technology, and emerging trends in human resource information technology, the course focuses on high-level independent document delivery and writing, applied research and analysis, and the creation of a polished, professionally written report.