

# HUMAN RESOURCE MANAGEMENT CERTIFICATE

Department website (<https://www.uwp.edu/learn/programs/mbahrmgmtcert/>)

Organizations are operating in an increasingly competitive and dynamic business environment. Further, the role of Human Resources (HR) is changing and becoming more strategic in businesses and other organizations. There is a demand for HR professionals who have business skills and understand the strategic role that HR should play to help an organization gain a competitive advantage. The purpose of this certificate is to prepare students to develop the leadership skills needed to strategically manage a workforce in today's and future business environments.

The graduate Certificate in Human Resource Management (HRM) is being offered through the established MBA-HRM degree program. The certificate will include existing courses from the MBA-HRM program. The certificate is a fully online program for MBA degree-seeking students that want to learn more about strategically managing their employees. It will also serve as a free-standing certificate program available to non-degree seeking students who want to explore different HR topics and may or may not elect to pursue the MBA degree.

## Program Learning Outcomes

1. Explain the strategic role HR plays in helping an organization achieve its goals.
2. Analyze organizational issues from an HR perspective and provide appropriate recommendations to address them.
3. Identify important challenges and opportunities in the external environment and their implications for HRM.

## Program-Specific Policies

Students cannot earn both a certificate in HRM and an MBA degree with Human Resource Management concentration.

## Requirements for the Graduate Certificate in Human Resource Management

The following students are eligible for the graduate level HRM certificate:

- Current UW-Parkside MBA student with any concentration except Human Resource Management
- Students with an undergraduate degree with GPA 2.75 or higher from an accredited institution AND 5 years of demonstrated relevant professional experience (resume required).
- Students with an undergraduate business degree with GPA 2.75 or higher from an accredited institution.
- Students with any master's degree from an accredited institution AND 2 years of relevant professional experience (resume required).
- Students with Master's degree in Business field from an accredited institution.

Students cannot enroll for a certificate in HRM if they have already earned a UW-Parkside MBA degree with Human Resource Management concentration.

Successful completion of the certificate requires a grade of C or better in each of the certificate courses and a certificate GPA of 3.0 or better.

Code	Title	Credits
Select four courses:		8
MBA 781	Strategic Compensation	
MBA 786	Strategic Human Resource Management	
MBA 787	Workforce Planning and Staffing	
MBA 788	Performance Management	
MBA 789	Employee Training and Development	
<b>Total Credits</b>		<b>8</b>

## University Requirements for Graduate Certificates

Graduate certificates are designed for students at one of the following levels:

- Students who have completed a baccalaureate or higher degree from a regionally accredited institution and are enrolled for graduate credit
- Students who are enrolled simultaneously in a graduate degree program

Students must meet the admission requirements of a degree seeking or non-degree seeking graduate student to be eligible to earn a graduate certificate. At least 75% of the credits must be earned after completion of a baccalaureate or higher degree and students must attain a GPA of 3.00 within the certificate courses.

Certificate programs are designed to develop a particular expertise or set of skills. Graduate certificate programs will require a minimum of 8 graduate-level credits. For graduate certificates, at least 50% of the credits must be at the 700 level. At least 60% of the credits for the graduate certificates must be earned at UW-Parkside for program residency. Individual departments and programs may require more than 60% of the credits to be taken at UW Parkside.

Certificate programs should not be confused with certification or licensure programs which lead to certification by an outside agency.