

CURRICULUM

CORE COURSES

CODE	DESCRIPTIVE TITLE	UNITS
HRM 201	Management Concepts and Approaches	3
HRM 203	Organizational Behavior	3
HRM 206	Research Methodology	3
HRM 299	Graduate Seminar	1

MAJOR COURSES

HRM 210	Human Resource Management Process	3
HRM 220	Strategic Human Resource Management	3
HRM 230	Human Resource Information Systems	3
HRM 250	Human Resource Development	3
HRM 260	Organizational Development	3
HRM 270	Employment and Labor Relations	3
HRM 280	HRM in Global Community	3
HRM 290	Special Topics (opt for Master's Project)	3
HRM 300	Master's Thesis/Project	3/6

ELECTIVE COURSES

HRM 225	Ethnicity and Cultural Solidarity	3
HRM 235	Foundation of Human Rights	3

CURRICULUM REQUIREMENTS TO FINISH THE DEGREE

CORE COURSES	10
MAJOR COURSES	21/18/15
ELECTIVE COURSES	0/3/6
THESIS/ PROJECT	3/6
TOTAL	37

FEES

PARTICULARS	AMOUNT(PHP)
Admission Fee (new student) :	
Local	100
Foreign	1,500
Tuition fee per unit	450
Module fee per subject	450
Developmental Fee	100
Online Fee :	
Local	1,000
Foreign/OFW	5,000
Internet Fee	300
Medical Fee	100
Library Fee	350
ID Fee	186
Miscellaneous Fee	100

VISION

BSU as an International Smart University engendering graduates to walk through the intergenerational highways

MISSION

BSU CARES to **Challenge** innovation; **Advance** technology and facility; **Revitalize** administration; **Engender** partnership; and **Serve** intergenerational roles

GOALS

1. To offer through distance learning degree and non-degree programs that are responsive to the needs of learners and the society of which they are part;
2. To develop a system of continuing education to sustain professional growth and promote life-long learning;
3. To develop and adapt delivery systems appropriate to distance learners
4. To provide leadership in development of open and distance education expertise;
5. To make instructional packages accessible to all public through collaboration, institutional agreement, and other appropriate mechanisms.

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MASTER IN HUMAN RESOURCES MANAGEMENT



BSU CARES

ABOUT THE PROGRAM

PROGRAM DESCRIPTION:

The Master in Human Resource Management addresses the needs for advanced education and training for HRM professionals and practitioners. The curriculum stresses mastery of analytical skills involved in designing, implementing and evaluating responsive HRM programs.

The program focuses on capacity building for personal, institutional or organizational development in a rural or urban environment locally or in an international setting while ensuring that the substance is within the institutional and legal framework. Likewise, the program is geared towards relevance in an ASEAN Economic Community regime as well as in a globally competitive setting where standards in managing people will have to consider innovativeness, quality and excellence.

PROGRAM OBJECTIVES:

Upon completion of this program, the MHRM graduate is expected to have:

- 1.Acquired necessary foundation courses in management concepts and approaches, organizational behavior, HR processes, strategic HR planning, setting up of an HR information system, undertaking HR development, organizational development, employment and labor relations, as well as HRM in the global community;
- 2.Gained knowledge and skills in designing, implementing, monitoring and evaluating responsive HRM programs for groups as well as public and private organizations in an urban and rural environment, or domestic and global setting;
- 3.Applied HRM theories and/or improved their HRM practices through the development or/and improvement of an existing HRM program of a particular group, organization, or community.

MODE OF INSTRUCTION:

A combination of self-study modules and tutorial session at designated learning centers will be provided to participants every once a month in a semester. Study module workbooks will be provided. Field activities, assignments, and examinations will supplement this.

COURSE DESCRIPTION

HRM 201 Management Concepts and Approaches

This course presents the fundamentals of management and stresses on the learning of the evolution of ideas leading to the contemporary management thought, its empirical value and knowledge enlargement possibilities. The course presents both substantive and procedural theories in management as adapted and applied to profit and non-profit institutions' settings and situations. The learning approach is on the positive (proactive) rather than on the prescriptive (reactive) management actions.

HRM 203 Organizational Behavior

This course discusses how an individual can analyze his own behavior to understand himself better as an organizational citizen which in turn guides him to understand others. It presents the various theories of human behavior including the Filipino Psychology. Group behavior in an organization is discussed along with the various dynamics of interactive processes like teambuilding, leadership, power and politics and conflict management. Further, it involves an analysis on change that occurs in the organization in the course of its development.

HRM 206 Research Methodology

The course provides and introduction on the concepts, principles, process and ethics to the conduct of research, with emphasis on academic work such as theses.

HRM 299 Graduate Seminar

A seminar course on human resource management as related to their proposed study is undertaken during the seminar. Each of the students taking the course will present their proposed study for critiquing

HRM 210 Human Resource Management Process

This course will cover various aspects of Human Resource Development and Management through lecture- discussion and group or individual reporting.

HRM 220 Strategic Human Resource Management

Managing Strategically and Understanding Strategic Human Resource Management

HRM 230 Human Resource Information System

Computer-Based Information System and Human Resource Management

HRM 235 Foundation of Human Rights

The course introduces theory, and principles and strategies for effective human rights applications. It examines contemporary issues where human rights had been, or are being violated based on basic international documents that govern human rights practices such as the Universal declaration of Human Rights, Social and Cultural Rights

HRM 250 Human Resource Development

Deals with the development of the human resources of organizations. It begins with an overview of how Human Resource Development or HRD evolved as an important function of management and ends with challenges. The course provides theories and discussions that will help students in understanding the importance of developing and eventually empowering an organization's human resources in the success of organizations, realizing along the way that individual/career development must start from the individual. It is hoped that after the course, the students shall have better appreciation of HRD that would lead to a more active and committed performance of their functions/roles as HRD practitioners in their respective organizations.

HRM 260 Organizational Development

This course defines and describes the characteristics of organizational development, organizational process and development models. The organizational intervention is described including strategies of managing an organization. The study also provides the foundation of organizational structure and levels of organization and how the vision and mission of these organizations are set and attained.

HRM 270 Employment and Labor Relations

Definition of Terms Related to Employment; General Provisions of the Labor Code of the Philippines Governing Workers in the Private Sector and the Civil Service Laws Governing the Public/Government Sector; and Selected Supreme Court Cases Under the Labor Code and Civil Service Law HRM 280 HRM in the Global Community The course provides knowledge, awareness, and understanding of the issues, trends, and directions of human resource management in relation to the internationalization of workers as a result of globalization as well as the influence of the ASEAN Economic Community.

HRM 300 Master's Thesis

This is the conduct of thesis writing. The student has to gather data, analyze data and document his findings, and conclusions. He has to present final write-up which he has defended and passed before a panel of examiners.

HRM 300 Master's Project

To conduct a master's project such as case study, project development or developmental studies, historical studies, event analysis, documentary project or paper reports with substantive analysis be chosen by the Director in consultation with the Adviser