

HUMAN RESOURCE MANAGEMENT, ADVANCED CERTIFICATE

Empire State University's Advanced Certificate in Human Resource Management will provide human resource professionals and managers with a strong foundation to advance within the evolving HR profession. Coursework encompasses staffing issues, selection issues, developing internal talent, succession planning, integrating staffing activities with diversity and equal employment opportunity initiatives, total rewards systems, compensation structure and systems, benefit programs, and compensation and benefits legislation. The graduate certificate is in complete alignment with the professional competencies outlined by the Society for Human Resources Management (SHRM). The SHRM competency model is globally accepted as the highest professional standard for the practice of human resources.

Program Delivery and Tuition Rate

This certificate program is delivered through online courses and is billed at the MBA rate.

Students may begin this 12-credit certificate in the fall, spring or summer terms. The required courses and suggested sequence are as follows:

Code	Title	Credits
MGMT 6040	High Performance Management	3
MGMT 6125	Managing Human Capital	3
MGMT 6135	Performance Management & Total Rewards	3
MGMT 7045	Strategic Human Resource Management	3
Total Credits		12

Upon successful completion of this program, students should be able to:

- Apply principles and strategies for managing and leveraging a diverse workforce for organizational success.
- Utilize positive leadership characteristics and strategies when facilitating change.
- Effectively communicate in a variety of formats including presentations, public speaking, technology, and written.
- Detect behaviors associated with conflict and identify ways in which to manage those situations in an organizational setting as to act as an agent of change.
- Understand the legal and ethical implications of rewarding individuals and teams.
- Understand how current laws and regulations affect businesses and their employees and be able to relay this information to employees and employers alike.
- Develop and implement strategic human resource and change management plans.
- Detect cultural differences and issues that may surround these differences.
- Initiate appropriate team building activities.