2026-27 Academic Year

WAYNE STATE COLLEGE

HUMAN RESOURCE MANAGEMENT

Master of Science in Organizational Management (MSOM)

The online master's degree in Human Resource Management is designed for professionals who want to enhance employee performance in support of organizational and strategic goals. This program focuses on the core business functions used to manage and develop a productive workforce, preparing graduates to lead people-centered initiatives across a wide range of industries.

Students gain advanced knowledge in workforce planning and development; employee recruitment, selection, onboarding, and performance appraisal; job analysis and design; compensation and benefits administration; human resource development; and employee and labor relations. Delivered in a flexible online format, the program allows working professionals to advance their careers while gaining practical, in-demand skills applicable to government, nonprofit, and private-sector organizations.

fast facts

No entrance exams required

Credit hours: 36 (two years full time)

Cost per credit hour: $427.45 *($261.90 tuition + $165.55 fees)*

Degree offered: Master of Science in Organizational Management (MSOM)/Human Resource Management

Delivery method: Online

Department: Business and Economics

School: Business and Technology

focus on results

Skills Learned

- Workforce planning and talent management
- Human resource information systems
- Employee training and development
- Compensation and benefits administration
- Employment law and ethical compliance
- Employee relations and workplace policy management
- Business leadership and organizational management

Possible Careers

- Human resource manager
- Training and development specialist
- Employee education consultant
- Labor relations specialist
- Executive recruiter
- Compensation and benefits manager
- Talent acquisition manager

Types of Employers

- Corporate and private-sector employers
- Government agencies
- HR / management consulting firms
- Health care organizations
- Recruiting and staffing firms
- Financial service organizations
- Industrial organizations
- Educational institutions
- Hospitals and medical clinics

recognized for excellence

Wayne State College's Human Resource master's degree is offered fully online as part of its nationally recognized graduate programs, combining affordability, flexibility, and leadership-focused curriculum for human resource professionals.

Best Online Master's in Organizational Management
WSC was recognized among the Best Online Master's in Organizational Management Programs for 2026 by My Degree Guide.

Most Affordable Online Master's Degrees in the U.S.
Wayne State College was ranked among the Top 10 most affordable online master's degree programs in the nation by *Intelligent.com* for 2025.

Program courses

2026-27 Academic Year

The following courses are required for the program of study described on this sheet. Every effort is made to ensure this information is current, but please be aware that some content may have changed. To develop a plan for registering and taking these courses, please consult the current academic catalog and your advisor.

MSOM core courses (18 hours)

PED 622 Stats Applications/Data Analysis 3

Select one of the following 3

- CNA 665 Research Design: Qualitative, Quantitative, and Mixed Methods Approaches (3)
- EDU 603 Introduction to Educational Research and Design (3)
- PED 650 Research Design (3)

Leadership

Students who would like a leadership emphasis in their program of study may, with permission from their advisor, take two leadership courses as part of their 12 hours. The second course would be substituted for a course in one of the other three areas.

Select one of the following 3

- BUS 627 Ethics in Leadership (3)
- BUS 665 Leadership Seminar (3)
- CNA 661 Research in Leadership (3)

Communication

Select one of the following 3

- BUS 620 Managerial Communication (3)
- CNA 675 Legal Topics in Media and Communication (3)

Organizational behavior

Select one of the following 3

- BUS 690 Seminar in Organizational Behavior (3)
- CNA 648 Advanced Organizational Communication (3)

Conflict management and organizational psychology

Select one of the following 3

- BUS 628 Dispute Resolution Management (3)
- CNA 617 Topics in Argumentation and Persuasion (3)
- PSY 535 Industrial/Organizational Psychology (3)

Human Resource Management focus area (18 hours)

WSC baccalaureate Human Resource Management students who have already completed these courses as undergraduates will substitute other courses by advisement.

BUS 552 Human Resource Development 3
BUS 553 Work Force Planning and Employment 3
BUS 554 Total Compensation 3
BUS 555 Employment Law and Labor Relations 3
Thesis, Scholarly Project or Internship 6

questions? contact:

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