

# ORGANIZATIONAL LEADERSHIP (MSOL) - HUMAN RESOURCES MANAGEMENT TRACK

## Program Overview

The *Human Resources Management track* of the Master of Science in Organizational Leadership program is available in person and 100% online. It will prepare professionals to develop and implement HR planning, recruiting, training, compensation, benefits, performance management and disciplinary systems in a legal and ethical fashion. The track will academically prepare students to pass the Professional and Senior Professional in Human Resources (PHR & SPHR) exams. The MSOL Human Resources track is aligned with the Society for Human Resource Management's HR Curriculum Guidebook and Templates.

The MSOL is a 30-hour program, requiring a student to complete 10 graduate courses. Full-time students can complete the program in four semesters. All MSOL classes are taught in the evening. The program can be adapted for students who wish to attend part-time and complete the program within 18-24 months.

## Career Opportunities

*For the HR track, career options include, but are not limited to:* HR manager, Recruiter, Interviewer, Benefits Specialist, Trainer, Compensation, Employee Development, Diversity management, EEO compliance, OSHA compliance, Industrial Relations specialist/manager, career development, Selection specialist/manager, Job Analysis specialist, Work/Life managers and much more.

## Program of Study

Code	Title	Credit Hours
<b>Area 1 Program Core</b>		
MSOL 6000	Master of Science in Organizational Leadership Professional Exit Requirement	0
MSOL 6115	Organizational Behavior and Leadership	3
MSOL 6125	Negotiations and Conflict Resolution	3
MSOL 6135	Contemporary Economics and Finance for Leaders	3
MSOL 6145	Global Management	3
MSOL 6155	Strategic Leadership and Change Management	3
MSOL 6165	Organizational Ethics and Values	3
Area 1 Total		18
<b>Area 2 Program Concentration</b>		
MSHR 6116	Managing People	3
MSHR 6126	Recruiting and Selection	3
MSHR 6136	Employee Development	3
MSHR 6146	Compensating and Motivating Employees	3
Area 2 Total		12
<b>Total Credit Hours</b>		<b>30</b>

## Admission Requirements

Beyond the general graduate program requirements (<https://catalog.columbusstate.edu/admissions/graduate-admission/>), the MSOL degree program also has the following additional requirements:

- Applicants must have a 2.75 GPA or higher for regular admission. Applicants with a GPA between 2.5 and 2.74 may be admitted provisionally\*.
- GMAT/GRE scores are not required however, applicants may submit official scores to improve their admission status. Only scores within the past five years will be accepted.
  - GMAT school code: R64-XW-20
  - GRE school code: 5123

## Additional Program Requirements

This degree is subjected to the following requirements and conditions:

- Up to nine hours of transfer credit may be accepted from an AACSB accredited institution.
- All students must complete the common core for the degree.
- A minimum B average in core courses, with no more than two C's, is required for degree completion.
- Students have a maximum of seven years from the first term of enrollment to complete all MSOL degree requirements.
- Students admitted to the program on provisional status must maintain a 3.0 GPA average in the first nine hours to remain enrolled in the program.

\* International students cannot be admitted provisionally and must meet the requirements for regular admission.