In today’s dynamic world, globalization, population growth, shifting demographics, and technology have all impacted the state of the workforce, posing challenges that the MENA region is ill-equipped to deal with. This has called for savvy managers with the leadership skills, strategies and vision to maximize employee engagement and performance in the interests of the business and its people on a global scale. The Master of Science in Human Resources Management nurtures such leaders, equipping them with the strategic, functional, and personal skills required to ensure the sustainability and steady growth of any enterprise.

About the Adnan Kassar School of Business (AKSOB)
Established as a full-fledged school in 1992, AKSOB’s steady commitment to excellence and nurture of civically-minded and ethical individuals was rewarded with its accreditation by the Association to Advance Collegiate Schools of Business (AACSB) in 2016, a distinction reserved to 5 percent of business schools worldwide. Subsequently, in 2017, AKSOB also joined the select 4 percent business schools in its initiation into the prestigious Beta Gamma Sigma honor society that recognizes the most outstanding students at business institutions accredited by AACSB.

INTRODUCTION

MS IN HUMAN RESOURCES MANAGEMENT
Registered with the New York State Education Department (NYSED) since 2017

Over the years, AKSOB has harnessed invaluable partnerships with renowned universities and industry in its efforts to afford its students a top-notch, innovative, holistic education rooted in both theory and exposure to the workplace environment. Operating from the university’s Beirut and Byblos campuses, as well as LAU’s Executive Center at Solidere in Downtown Beirut, the school boasts a faculty of top academicians, researchers and experts in their respective fields who bring the latest developments and market trends into the classroom. By maintaining a pulse on an ever-changing industry, the school is continually revising its curricula in a bid to help boost the economy in Lebanon and the region.
COURSE TITLE

1.5

Strategic Human Resources Management

Compensation Packages

Recruitment and Selection

Internship (Practicum) in Human Resources

Labor Law, Ethics, and Diversity

Job Analysis and Job Evaluation

Advanced Organizational Behavior

Performance Measurement and Management

Training and Development

Return on Investment in Human Capital

Research Methods in Human Resources Management

FINANCING

Financing is available in the form of Graduate Assistantships (GA), which are intended to enhance students’ educational experiences through providing academic services to their department/advisor and research. In return, a percentage of their tuition fees is waived.

Requirements for the GA application are:

- Official transcript for non-LAU students and unoffical transcript for LAU students. A high GPA is required.
- Availability to put in the time required by the assistantship.

Admission:

In addition to a satisfactory proof of English language proficiency as per LAU rules and regulations, applicants to the program are expected to meet the following admission requirements:

- A 3.2 GPA on a scale of 4.0 per LAU rule, or its equivalent.
- A pass grade on the Pre MBA course.

A minimum grade of B is mandatory.

PROGRAM OUTCOMES

By the end of the program, you will have:

- Mastered advanced knowledge and concepts in the field of HRM.
- Demonstrated leadership skills.
- Learned to apply ethical and legal issues involved in HRM cases.
- Developed effective written and oral communication skills, commensurate with management.
- Mastered advanced knowledge and concepts in the field of HRM.
- Acquired advanced knowledge of the interface between HRM and other functional areas.

Students must complete a total of 30 credits composed of:

- Course Requirements (24 credits)
- Research Requirements (6 credits)

THE PROGRAM

By the end of the program, you will have:

- Mastered advanced knowledge and concepts in the field of HRM.
- Demonstrated leadership skills.
- Learned to apply ethical and legal issues involved in HRM cases.
- Developed effective written and oral communication skills, commensurate with the advanced management status.
- Acquired advanced knowledge of the interface between HRM and other functional areas.

The Master in Human Resources Management program provides you with an extensive knowledge of HRM strategies and the skills to promote organizational performance in a diverse landscape. Grounded in instructive teaching and original learning methodologies, case studies and supervised independent research, the program aims to:

- Cultivate your knowledge of and practical skills in the major functions of HRM including staffing, training and development, performance appraisal, and compensation.
- Stimulate you to understand, analyze, apply and evaluate HRM initiatives and solutions for today’s management problems.
- Help you develop a thorough understanding of challenges and trends in the HRM field.
- Equip you with the ability to make ethical decisions within the general social and legal framework.
- Help you develop a thorough understanding of challenges and trends in the HRM field.
- Stimulate you to understand, analyze, apply and evaluate HRM initiatives and solutions for today’s management problems.

PROGRAM STRUCTURE

COURSE NO.  

COURSE TITLE  

CREDITS  

HRM T01 Strategic Human Resources Management 3  

HRM T03 Recruitment and Selection 1.5  

HRM T05 Training and Development 1.5  

HRM T11 Performance Measurement and Management 3  

HRM T21 Labor Law, Ethics, and Diversity 3  

HRM T13 Compensation Packages 1.5  

HRM T25 Job Analysis and Job Evaluation 1.5  

HRM T23 Return on Investment in Human Capital 3  

HRM T07 Advanced Organizational Behavior 3  

HRM T37 Research Methods in Human Resources Management 3  

HRM R08 Research Topics in Business HRM project 3  

HRM R07 Internship (Practicum) in Human Resources Management 3  

HRM R09 Thesis in Human Resources Management Studies 6  

FINANCING

Admission:

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- A pass grade on the Pre MBA course.

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HRM T01 Strategic Human Resources Management 3  

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HRM T05 Training and Development 1.5  

HRM T11 Performance Measurement and Management 3  

HRM T21 Labor Law, Ethics, and Diversity 3  

HRM T13 Compensation Packages 1.5  

HRM T25 Job Analysis and Job Evaluation 1.5  

HRM T23 Return on Investment in Human Capital 3  

HRM T07 Advanced Organizational Behavior 3  

HRM T37 Research Methods in Human Resources Management 3  

HRM R08 Research Topics in Business HRM project 3  

HRM R07 Internship (Practicum) in Human Resources Management 3  

HRM R09 Thesis in Human Resources Management Studies 6

ADMISSION

FINANCING

Admission to the program takes place in each of the fall, spring and summer semesters.

In addition to a satisfactory proof of English language proficiency as per LAU rules and regulations, applicants to the program are expected to meet the following admission requirements:

- A 3.2 GPA on a scale of 4.0 per LAU rule, or its equivalent.
- A pass grade on the Pre MBA course.

A minimum grade of B is mandatory.