

INTRODUCTION

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.



ADNAN KASSAR
SCHOOL OF BUSINESS

MS IN HUMAN RESOURCES MANAGEMENT

Registered with the New York State
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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 per cent 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.

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 academics, 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.

THE PROGRAM

The Master in Human Resources Management 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:

- 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.

- Cultivate your knowledge of and practical skills in the major functions of HRM including staffing, training and development, performance appraisal, and compensation.

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 the advanced management status.
- Acquired advanced knowledge of the interface between HRM and other functional areas.

PROGRAM STRUCTURE

Students must complete a total of 30 credits composed of:

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

COURSE NO.	COURSE TITLE	CREDITS
Course Requirements (24 credits)		
HRM 701	Strategic Human Resources Management	3
HRM 703	Recruitment and Selection	1.5
HRM 705	Training and Development	1.5
HRM 711	Performance Measurement and Management	3
HRM 721	Labor Law, Ethics, and Diversity	3
HRM 713	Compensation Packages	1.5
HRM 715	Job Analysis and Job Evaluation	1.5
HRM 723	Return on Investment in Human Capital	3
HRM 707	Advanced Organizational Behavior	3
HRM 717	Research Methods in Human Resources Management	3
Research Requirements: (6 credits)		
HRM 898	Research Topic in Business: HRM (project)	3
HRM 897	Internship (Practicum) in Human Resources Management	3
HRM 899	Thesis in Human Resources Management Studies	6

ADMISSION

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 as per LAU rules, or its equivalent.
- A pass grade on the Pre-MBA course.
- Letters of recommendation.
- Interview, if required.

However, please note that meeting these requirements does not guarantee admission to the program.

Students with a non-business background are required to take the following additional courses (6 credits) to garner sufficient general knowledge in human resources management:

- MGT 831 Management Theory (3 credits)
- MGT 851 Leadership, Ethics and Team Management (3 credits)

A minimum grade of B is mandatory.

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/school, administrative 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 unofficial transcript for LAU students.
- A high GPA.
- Availability to put in the time required by the assistantship.

CAREER PROSPECTS

Transferable skills and extensive knowledge of human resources management qualify graduates to work in any field that relies on human capital.

Careers in human resources management include:

- Human resources executive
- Office manager
- Occupational psychologist
- Training, talent & development manager
- Director of Industrial Relations
- Human resources IT specialist

Graduates in human resources management can also fulfill the following roles:

- Business adviser
- Careers adviser
- Data scientist
- Higher education lecturer
- Life coach
- Management consultant
- Operational researcher
- Recruitment consultant
- Risk manager
- Sales executive
- Trade union research officer
- Compensation, benefits, and job analysis specialist

Although most employers will consider graduates in any discipline, the degree can enhance job prospects of graduates in business, economics, finance, psychology, HR, IT and computer science in their respective fields.

Examples of establishments in both the private and public sectors that hire graduates in human resources management:

- Healthcare facilities and hospitals
- Academic institutions
- Small businesses and large corporations
- Financial institutions
- Manufacturing companies
- Telecommunications companies
- Technical companies
- Retail industry
- Leisure industry