

Graduate Certificate in Human Resource Management Required and Elective Courses

The Graduate Certificate in Human Resource Management prepares students to integrate human resource (HR) strategies and practices with organizational strategies to improve business performance and employee relations. Students will apply fundamental considerations for managing people in many organizational settings. They will develop knowledge for global and intercultural effectiveness, ethical leadership of strategic change, and specialized competencies for analyzing and managing the talent that drives organizational innovation and sustainability. Additionally, students will develop knowledge for leading strategic change, global and intercultural effectiveness, and specialized competencies for analyzing and ethically managing the talent that drives organizational innovation and sustainability. The Graduate Certificate in Human Resource Management will be awarded upon successful completion of the 12-credit curriculum below.* The courses are not listed in sequential order. All course work should be completed within three years of starting the certificate program. Students should e-mail questions to ManagementHelp@psu.edu.

Student Name	PSU ID #	PSU User ID	Adviser
3-Credit Required Curriculum			
Course #	Course Titles	Typically Offered	Sem/Grade
MGMT 841 ¹	Human Resource Management	Spring & Summer	
Strategic and Ethical Leadership (Choose 1)^{2,3}			
Course #	Course Title	Typically Offered	Sem/Grade
BUS 515	Business Ethics and Corporate Governance	All Semesters	
LEAD 863	Ethical Dimensions of Leadership	Spring	
MBADM 815	Ethical and Responsible Business Leadership	Fall & Spring	
Global & Intercultural Effectiveness (Choose 1)^{2,3}			
Course #	Course Title	Typically Offered	Sem/Grade
BUSAD 542	Global Intercultural Management (<i>Pre-req MGMT 501 or LEAD 501</i>)	Spring	
BUSAD/LEAD 856	Diversity Leadership (<i>Pre-req MGMT 501 or LEAD 501</i>)	Spring	
HRER 803	Human Resources in Multinational Enterprises	All Semesters	
IB 800	International Business Management (<i>Pre-req MGMT 501 or LEAD 501</i>)	Fall & Spring	
MNGMT 515	Labor Management Relations ³	Fall	
Specialized Competencies for Managing Human Resources (Choose 1)^{2,3}			
Course #	Course Title	Typically Offered	Sem/Grade
BADM 828	Negotiations	Spring & Summer	
BUSAD 843	People Analytics	Spring	
BUSAD 859	Career Management (<i>Pre-req MGMT 501</i>)	Summer	
HRER 501	Labor and Employment Law	All Semesters	
MGMT 823	Organizational Change: Theory and Practice	Fall	
MGMT 873	Corporate Innovation Strategies (<i>Pre-req MGMT 501 or LEAD 501</i>)	Spring	
MNGMT 520	Organizational Transformation (<i>Pre-req MGMT 511</i>)	Fall	

¹ Students who have already completed at least 3 graduate-level credits in coursework that provides a comprehensive overview of the HR function in organizations and an in-depth examination of the strategic planning and implementation of HRM may waive this course if completed within five years prior to admission

² With departmental approval and instructor permission, special topics courses that are particularly relevant to one or more categories listed above may be used to satisfy certificate requirements.

³ Some courses may be offered in other Penn State graduate programs, may have prerequisites, and/or may require demonstration of prior preparation in a subject area. Please contact the management division (managementhelp@psu.edu) at Penn State Great Valley for information regarding requirements, format, location, and enrollment prior to registration.

See our [Course Descriptions](#) page for additional course information.



Graduate Certificate in Human Resource Management Required and Elective Courses

NOTE: Students must maintain a minimum grade point average of 3.0 (B) throughout the program. Courses may be applied to Great Valley Master's programs if admitted as a degree-seeking student. If degree-seeking, you must formally apply for degree admission: completing this certificate does not guarantee admission to the [degree program](#). *To be awarded the graduate certificate, students must successfully complete 12 credits of course work. Students must complete each course with a grade of C or better, and an overall grade-point average of 3.0 in the certificate courses.

Questions & Advising: Students should contact their assigned faculty advisors with any questions or for advice on course selection. After successfully completing the required course work, please submit a Graduate Certificate Completion Form at <http://greatvalley.psu.edu/form/graduate-certificate-completion-form>.