

De La Salle-College of Saint Benilde

Master in Human Resource Management Program

Program Specification

Awarding Institution	De La Salle-College of Saint Benilde
School	School of Management and Information Technology
Program Accreditation	PAASCU Level 3 of Undergraduate Programs Commission on Higher Education (CHED) Center of Excellence valid until December 2019.
Name of Final Award	Master in Human Resource Management (MHRM)
Program Title	Master of Science in Human Resource Management (MSHRM)
Description of the Program	<p>The Philippines has been consistently registering growth according to data released by ADB for 2012 and early parts of 2013. Unlike in the past, the stronger contributor is not OFW remittances, they are from our local industries such as; Real Estate, Financial Industries, Manufacturing and of course the BPO industry. This phenomenon translates to investor confidence and business growth.</p> <p>For the BPO alone, IBPAP recently announced that there is a good 5000+ companies established from 2010 alone. Though, We are known for voice operations, the significant part of the industry has yet to be capitalized. The IT industry, all efforts are concerted in this sunrise industry.</p> <p>Cited from Reuters business news, announcement early this year stated that there is going to be a demand for HR professional by 2016 reaching 600,000 internationally. This is 20 times more than IT practitioners.</p> <p>The truth of the matter is, everything is about people. The age of Human Resource management is now. The CHED CMO 2010 recognizes HR as a business course. The pressure is now is with the academe to produce competent HR because of the value that they contribute to the productivity and performance of the organization.</p>

Expected Program Learning Outcomes

Upon completion of the **MASTER IN HUMAN RESOURCE MANAGEMENT**, students are expected to:

- PO1. Create processes that will establish the interrelationship of Human Resource Management to the other functional areas of the organization by applying appropriate HR models.
- PO1. Manage continuity and change through organization's strategy practices in response to environmental changes and considering the rights of the individual and the organization as well.
- PO2. Accurately describe implications of different organizational models and apply them in different and appropriate organization.
- PO3. Apply leadership in assessing culture and alignment of values through strategic goals across the organization.
- PO4. Demonstrate awareness and flexibility in communication across to manage organizational groups
- PO5. Design effective project start-up through evaluation to create sound decision.
- PO6. Design strategic plan to develop benefit and operation costs through conduct of study.
- PO7. Develop policies and procedures for the organization concerning human resource issues through conflict management and conflict resolution.
- PO8. Evaluate performance management through consultation to create solution in organization.
- PO9. Assess consistency through personal and organizational practices to model behavior guided by the Benildean values.

Admission Requirements

All students must pass the **Benildean Entrance Exam (BEE)**. The information regarding application, admission timetable, and application results may be viewed at **Benilde Admissions Center**. Downloadable forms and school brochures are available from this site.

Applicants applying to any degree or non-degree program offered by DLS-CSB are expected to provide a complete medical disclosure of past or present conditions that may have an effect on student learning and their intention to be a member of the Benildean community.

Program Overview

The Program consists of 48 units (all are academic units) distributed as follows:

	Units
Pre-requisite Courses	9
Core Courses	18
Major Courses	12
Cognates/Electives Courses	3
Capstone	6

Curriculum and Program Structure

The curriculum and program structure are outlined in the program checklist. The curriculum map shows the alignment between the courses in the program and the program outcomes.

Teaching and Learning Strategy, Assessment

The courses are delivered mostly through learner-centered methodology with emphasis on individual and collaborative activities where teachers design the environment for learning and guide the learners to develop the important competencies.

Lectures shall be used only to provide theoretical grounding. Alternative ways of teaching shall be used, such as, case studies, video/film showing, role playing or simulations, Guided discovery/Free hand, class and small group discussions, and group and individual presentations.

BigSky shall be used as an on-line support that will (1) provide a central repository where students can access resources anytime anywhere, (2) track students' progress, (3) process assignments, and exams, and (4) provide venue to communicate.

Also, as a master's degree program, the outcomes of the program expect the student to manifest the competencies described in Level 7 of the Philippine Qualifications Framework shown below.

Competencies for LEVEL 7 (Philippine Qualifications Framework (PQF))	Competency Description
Knowledge, Skills and Values	Graduates at this level can demonstrate advanced knowledge and skills in a specialized or a multi-disciplinary field of study for professional practice, creative work, self-directed research and/or lifelong learning

Application	Applied in professional/creative work research or innovation that requires self- direction and/or leadership in a specialized or multi-disciplinary professional work/ research
Degree of Independence	Substantial (High) degree of independence that involves exercise of leadership and initiative in individual work or in teams of multidisciplinary field
Qualification	Post-Baccalaureate Program (Masteral Degree)

Date of Revision

AY 2016-2017

PROGRAM CHECKLIST

Master in Human Resource Management Program

Course Code	Course Title	Units	Pre-requisite	Co-requisite
MPRINMA	Principles of Management	3		
MACMANA	Managerial Accounting	3		
MBHRMGT	Human Resource Management	3		

Term 1

Course Code	Course Title	Units	Pre-requisite	Co-requisite
MAPLRES	Data-Based Decisions	3		
MFINDES	Financial Decisions	3		
MHUCDEV	Human Capital Development	3		
MCSBLIF	Benildean-Lasallian Spirituality in the Workplace	0		

Term 2

Course Code	Course Title	Units	Pre-requisite	Co-requisite
MPERMGT	Performance and Rewards Management	3		
MWORFLO	Workforce Flow	3		
MHRANTS	Human Resource Analytics	3		

Term 3

Course Code	Course Title	Units	Pre-requisite	Co-requisite
MSTRAHR	Strategic Human Resource	3		
MBUSSOC	Business and Society	3		
MMGTCUL	Management & Culture	3		

Term 4

Course Code	Course Title	Units	Pre-requisite	Co-requisite
MSORDEV	Strategic Organization Development	3		
MHRLEC1	Elective	3		

Term 5

Course Code	Course Title	Units	Pre-requisite	Co-requisite
MREASET (thesis) or	Research, Thesis Track	6		
MREASEN (thesis)	Strategic HRM Paper, Non-Thesis Track	6		

LIST OF PROFESSIONAL ELECTIVE SUBJECTS (MHRLEC1)

Course Code	Course Title
MDEPROC	Developing Professional Capabilities
MLEADHR	Leadership in Human Resource
MSVCMGT	Service Management: A Comprehensive Approach
MGLOBHR	Global Human Resource
MGDGVHR	Good Governance in Human Resource

CURRICULUM MAP

Master in Human Resource Management Program

I. Core Courses	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9
1 Data-Based Decisions (MAPLRES)				✓					✓
2 Financial Decisions (MFINDES)			✓	✓					✓
3 Performance and Rewards Management (MPERMGT)	✓			✓	✓	✓	✓	✓	✓
4 Workforce Flow (MWORFLO)	✓			✓	✓	✓	✓	✓	✓
5 Human Resource Analytics (MHRANTS)				✓					✓
6 Human Capital Development (MHUCDEV)	✓			✓	✓	✓	✓	✓	✓
II. Major Courses	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9
1 Strategic Human Resource (MSTRAHR)	✓	✓	✓	✓		✓	✓	✓	✓
2 Business and Society (MBUSSOC)	✓	✓	✓	✓		✓	✓	✓	✓
3 Management & Culture (MMGTCUL)	✓	✓	✓	✓		✓	✓	✓	✓
4 Strategic Organization Development (MSORDEV)	✓	✓	✓	✓				✓	✓
III. Cognates/Electives Courses	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9
1 Developing Professional Capabilities (MDEPROC)				✓				✓	✓
2 Leadership in Human Resource (MLEADHR)				✓				✓	✓
3 Global Human Resource (MGLOBHR)				✓				✓	✓
4 Good Governance in Human Resource (MGDGVHR)				✓				✓	✓
IV. Capstone	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9
1 Strategic HRM Paper, Non-Thesis Track (MREASEN)				✓				✓	✓
2 Research, Thesis Track (MREASET)				✓				✓	✓