

# HUMAN CAPITAL AND HUMAN RESOURCE MANAGEMENT GRADUATE CERTIFICATE

Banner Code: BC-CERG-HCHR

Phone: 703-993-8006

Website: <https://business.gmu.edu/>

The graduate certificate in human capital and human resource (HR) management equips students with the skills needed to effectively manage the development of human capital in the workplace. In accordance with T (<https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.shrm.org%2F&data=05%7C02%7Cjander52%40gmu.edu%7C4be0a06e382141aec65f08dc2e6a637d%7C9e857255df574c47a0c00546460380cb%7C0%7C0%7C638436281664254373%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IklhaWw%7C0%7C%7C%7C&sdata=0dPLD1BnON%2BKt0Z1%2F7IBZzbvXknXlKIOx3M6CEpVAsM%3D&reserved=0>)he Society for Human Resource Management (SHRM) (<https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.shrm.org%2F&data=05%7C02%7Cjander52%40gmu.edu%7C4be0a06e382141aec65f08dc2e6a637d%7C9e857255df574c47a0c00546460380cb%7C0%7C0%7C638436281664263987%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IklhaWw%7C0%7C%7C%7C&sdata=1eQPwbJMrPfxh0jm6hSvU5JqvqZ3EGlb%2FpeafXjqM2s%3D&reserved=0>) guidelines, the curriculum focuses on core HR knowledge and skills including change management, employee selection, performance evaluations management, and employee workforce training and development.

## Admissions & Policies

### Admissions

Full eligibility and admission requirements can be viewed on the Costello College of Business website (<https://business.gmu.edu/programs/graduate/admissions/>).

### Policies

Students may use the credits completed as part of their graduate degree requirements in accordance with program requirements and AP.6 Graduate Policies (<http://catalog.gmu.edu/policies/academic/graduate-policies/>).

The time limit for completion is six years from the date of admission to the graduate certificate. Students must have a minimum GPA of 3.00 to complete the certificate.

All students registering for Costello College of Business graduate courses must have graduate standing. Non-degree student status is not available.

Graduate level courses offered by the Costello College of Business cannot be audited.

## Requirements

### Certificate Requirements

Total credits: 15

This certificate may be pursued on a full-or part-time basis.

#### Required Courses

Code	Title	Credits
<b>Costello College of Business Courses</b>		
GBUS 713	Managing Human Capital	3
or MBA 713	Managing Human Capital	
GBUS 726	Organizational Change Management	3
or MBA 728	Organizational Change	
<b>MPS and I/O Psychology Courses</b>		
PSYC 627	Performance Management	3
PSYC 629	Workplace Training	3
Total Credits		12

#### Restricted Electives

Code	Title	Credits
<b>GBUS or I/O Psychology Courses</b>		
Select three credits (one course) from the following:		3
GBUS 692	Professional Development Experience	
GBUS 725	Leadership	
or MBA 725	Leadership	
GBUS 727	Management Consulting	
or MBA 727	Management Consulting	
GBUS 795	Global Business Perspectives	
GBUS 740	People Analytics <sup>1</sup>	
or MBA 740	People Analytics	
PSYC 618	Applied Leadership in the Workplace	
PSYC 620	Motivation and Well-Being	
PSYC 622	Applied Teamwork in the Workplace	
Total Credits		3

<sup>1</sup>

Required prerequisites for **both GBUS 740 & MBA 740** are: MBA 738 or GBUS 738 or MSBA 738.