

~~Human Resources~~ Talent Management, Graduate Certificate

Program Description

The Graduate Certificate in Talent Management is designed for both Human Resource professionals at all levels and non-Human Resource professionals who plan on taking on Human Resource positions with an interest in enhancing their Human Resource competencies to meet current workplace challenges and advancing their careers. The certificate will help you to develop a deep understanding of the Human Resource field so that you can effectively lead and manage talent in business, nonprofit, union and government organizations by evaluating HR systems and aligning HR systems with overall business strategies.

All 12 credit hours taken as part of this certificate transfer to the MBA degree program.

Admission Requirements

Applicants must meet general University of Missouri-St. Louis Graduate School admissions requirements.

Certificate Requirements

~~Students must complete the following six courses or appropriate substitutes if course waivers are appropriate:~~

All course prerequisites and all course waivers are applicable. Substitute courses may be approved by the appropriate department chairperson and the Director of Graduate Business Programs.

Choose four of the following courses:	12	
MGMT 5600	Managing People in Organizations	3

MGMT 5621	Managing Human Resources	3
MGMT 5622	Union-Management Relations and Collective Bargaining	3
MGMT 5623	Compensation and Benefits	3
MGMT 5624	Organizational Training	
MGMT 5625	Selected Topics in Human Resource Management	3
MGMT 5626	Authentic Leadership	
MGMT 5627	Employment Law	
SCMA 5300	Statistical Analysis for Management Decisions	3
Total Hours		18 12

Rationale

The Graduate Certificate in Talent Management will fill an unmet need in the St. Louis region. Not only will employees in local companies benefit significantly from such an offering but this certificate will also be very useful for staffing a variety of local organizations in adjacent cities. The 12 credit hour certificate will be a differentiator for the College of Business Administration since it is well positioned compared to local competitors to leverage its high quality/cost leadership strategy while helping develop HR generalists and specialists. Aligning the Graduate Certificate in Talent Management with Society for Human Resource Management (SHRM) Guidelines can be expected to further drive enrollment in our proposed certificate.