# CURRICULUM

| CODE | DESCRIPTIVE TITLE | UNITS |
|---|---|---|
| | **CORE COURSES** | |
| HRM 204 | Methods of Research in Human Resource Management | 3 |
| HRM 205 | Research Presentation and Publication | 3 |
| HRM 206 | Human Resource Management | 3 |
| | **MAJOR COURSES** | |
| HRM 211 | Organizational Behavior | 3 |
| HRM 221 | Employment Laws and Labor Relations | 3 |
| HRM 231 | Strategic Human Resource Management | 3 |
| HRM 241 | Human Resource Information System | 3 |
| HRM 251 | Global Perspectives in Human Resource Management | 3 |
| HRM 261 | Financial Strategies in Human Resource Management | 3 |
| HRM 271 | Leadership and Management | 3 |
| HRM 281 | Human Resource Development | 3 |
| | **ELECTIVE COURSES** | |
| HRM 216 | RA 6713 or Ethics in the Workplace | 3 |
| HRM 217 | Risk Reduction and Disaster Managemnent | 3 |
| HRM 218 | Organizational Techniques and Communication | 3 |
| HRM 219 | Good Governance and Corporate Social Responsibility | 3 |
| | **MASTERS THESIS** | |
| HRM 300-A | Thesis A | 3 |
| HRM 300-B | Thesis B | 3 |
| | **MASTERS PROJECT** | |
| HRM 301-A | Master's Project A | 3 |
| HRM 301-B | Master's Project B | 3 |

## CURRICULUM REQUIREMENTS TO FINISH THE DEGREE

### THESIS TRACK

| | |
|---|---|
| CORE COURSES | 9 |
| MAJOR COURSES | 15 |
| ELECTIVE COURSES | 6 |
| MASTER'S THESIS | 6 |

- Pass a Comprehensive Exam
- Master's Thesis
- Evidence of submission of publication in a refereed journal and proof that the journal is peer reviewed

*(BOR Res. No. 44, s. 2023; CMO 15 s. 2019, CMO 21 s. 2025, Admin Memo 0015 s. 2026)*

**TOTAL UNITS: 36**

### NON-THESIS TRACK

| | |
|---|---|
| CORE COURSES | 9 |
| MAJOR COURSES | 21 |
| ELECTIVE COURSES | 6 |
| MASTER'S PROJECT | 6 |

- Pass a Comprehensive Exam
- Master's Project
- Evidence of submission of publication in a refereed journal and proof that the journal is peer reviewed

*(BOR Res. No. 44, s. 2023; CMO 15 s. 2019, CMO 21 s. 2025, Admin Memo 0015 s. 2026)*

**TOTAL UNITS: 42**

## FEES
**(EFFECTIVE SY 2025-2026)**

| PARTICULARS | AMOUNT |
|---|---|
| **Admission Fee (new student):** | |
| - local | ₱ 100.00 |
| - foreign | $ 25.00 |
| **Tuition Fee Per Unit** | ₱ 1,000.00 |
| **Technology Fee** | ₱ 3,000.00 |
| **Medical-Dental Fee** | ₱ 100.00 |
| **Library Fee** | ₱ 350.00 |
| **ID Card Fee (new student only)** | ₱ 186.00 |
| **Miscellaneous Fee** | ₱ 100.00 |
| **Entrance Fee (new student only)** | ₱ 100.00 |
| **ID Validation Fee (every semester)** | ₱ 12.00 |

## VISION
**Glocally renowned community of learning promoting collaboration, research, innovation, and knowledge sharing beyond traditional landscape.**

## MISSION
**Provide quality life-long education for all through open, distance, and e-learning systems.**

## GOALS
**1. To design and deliver accessible, high-quality degree programs through distance learning, leveraging technology, industry partnerships, and learner support services to meet the evolving needs of students and society.**

**2. To establish a sustainable continuing education system that fosters professional growth and lifelong learning through accessible, high-quality programs and industry-aligned opportunities.**

**3. To design and implement flexible and innovative delivery systems tailored to the needs of distance learners, ensuring accessibility, engagement, and effective learning outcomes.**

**4. To cultivate leadership in open and distance education by advancing expertise, research, and best practices in innovative and inclusive learning methodologies.**

**5. To ensure the accessibility of instructional packages for all learners through strategic collaboration, institutional partnerships, and innovative distribution mechanisms.**

Benguet State University

**OPEN UNIVERSITY**

# MASTER IN HUMAN RESOURCE MANAGEMENT

***BOR. Res. No. 44, s. 2023***

***"Bringing quality and affordable education to your doorsteps."***

## CONTACT US


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# ABOUT THE PROGRAM

**PROGRAM DESCRIPTION**

The Master of Human Resource Management (MHRM) program objective is to provide students with distinct professional and practical applications of the various attitudes, skills, and knowledge evolving within the framework of Human Resource Management in the 21st Century. This program will ensure that the workforce/man is the most important asset of the organization; overseeing their availability, capability, and effectivity in the ever-changing 21st Century environment. The program will also address the strengths and weaknesses of students with respect to their internal intended field of work and at the same time make them understand, apply, analyze, and evaluate the opportunities and threats surrounding their industry or workplace; Ensure students a practical view of integrating their contributions to behavioral sciences vis-a-vis the theoretical aspects of implementing the HR function in the 'real world.' Internalize the value of Indigenous People's Education (IPED) and Gender and Development (GAD) to articulate theories and concepts to validate current HR practices in various industries.

**MODE OF INSTRUCTION**

A combination of self-study modules and synchronous sessions at designated learning centers (online) will be provided to participants once a month in a semester. Field activities, assignments, and examinations will supplement this.

# COURSE DESCRIPTION

**HRM 204: METHODS OF RESEARCH IN HUMAN RESOURCE MANAGEMENT**

This course prepares the students at the graduate level for research in the academy and in the field. Different research methods used in human resource management are introduced. Quantitative, qualitative, or mixed research designs are discussed in detail, with examples in contrived and actual/field settings. Alignment between problem statements and research methodologies (design, sampling, instrumentation, and data-gathering procedure) is emphasized, which will improve the relevance, coverage, and quality of the research.

**HRM 205: RESEARCH PRESENTATION AND PUBLICATION**

Statistics and its uses in research are introduced in this course, together with various statistical software and applications used in data analysis presented in the earlier parts of this course. Such is geared towards equipping the students with tools necessary for the defense, presentation, and publication requirements of their research outputs. As a culmination, a form of research is designed as an avenue for the research output presentation and dissemination.

**HRM 206: HUMAN RESOURCE MANAGEMENT**

This course provides an overview of the history of management thought and of human resource managerial activities and an analysis of the process of planning, organizing, leading, and controlling and forces of environments in which organizations operate. Topics include strategic planning, organizational design, human resources management, decision-making, ethics, performance management, occupational health and safety, and social responsibility. The case analysis concerned with each of these forces will be discussed, with emphasis on problem-solving, supervision, and administration.

**HRM 211: ORGANIZATIONAL BEHAVIOR**

This course is an introduction to the fields of organizational behavior, organizational development, ethics, and communication. This will be an interdisciplinary field that examines human behavior in organizational settings and concerns the behavioral interactions of individuals, groups, and the organization itself. It includes an emphasis on the use of motivational theories as conceptual tools for analyzing and solving personnel problems and equips students with the ability to lead people to achieve more effectively toward increased organizational performance.

**HRM 221: EMPLOYMENT LAWS AND LABOR RELATIONS**

This course will cover governing laws for private and public entities and workplace negotiations. It will tackle legal issues that impact various human resource functions, including equal employment requirements in recruitment, selection, compensation, and performance evaluation. Organizational policies that comply with the public and private sector and national statutes will be reviewed and analyzed.

**HRM 231: STRATEGIC HUMAN RESOURCE MANAGEMENT**

This course will provide conceptual knowledge acquired from HRM foundation courses applied to the realities of the global management environment. The goal of this course is to provide an opportunity for students to synthesize concepts, identify problems, analyze and evaluate alternative solutions, and formulate socially responsible actions.

**HRM 241: HUMAN RESOURCE INFORMATION SYSTEM**

The course will provide an understanding of a system that is used to collect and store data on an organization's employees. It will include the time, cost, and scope that affect the project management of an HRIS integration. The course will identify potential problems, cultural issues, evaluation processes, and skills needed by employees when participating in the global integration of an HRIS.

**HRM 251: GLOBAL PERSPECTIVES IN HUMAN RESOURCE MANAGEMENT**

This course will discuss the cross-cultural and diversified HRM practices with consideration to Indigenous People's Education (IPED), Gender and Development (GAD), and various employment opportunities. The course will deal with all aspects of HR within the worldwide context, including matters such as management of global workforces, expatriation, and repatriation; HR practices and laws around the world; and present issues arising in specific countries and regions.

**HRM 261: FINANCIAL STRATEGIES IN HUMAN RESOURCE MANAGEMENT**

Encompassed in this course are topics on compensation and benefits, convertible HR benefits, financial literacy programs, and packages applicable for private and public agencies. Students will effectively understand and manage the financial aspects of the HR department, including the impact of the employees on the organization's bottom line. Emphasis is placed on ways the students can enhance a company's financial performance.

**HRM 271: LEADERSHIP AND MANAGEMENT**

This course will provide students an overview of role-play of leaders and their endearing qualifications and governance of the levels of management (CEOs, TMs, MLs, and R&Fs). It will provide an effective understanding and manage ways to maximize the leadership pipeline, improve job performance, increase employee engagement, enhance workforce skills-based knowledge, cultivate capabilities within a defined competency framework, and develop techniques to build in succession planning and structural resilience.

**HRM 281: HUMAN RESOURCE DEVELOPMENT**

Covered are topics on training needs assessment, talent management, learning and development, coaching and mentoring, the conduct of training/seminars, etc. The course will include HRD functions and links with organizational strategies, goals, and sub-systems. In addition, the student will be able to critique the relationship between organizational development (OD) and HRD contribution to organizational effectiveness.

**HRM 216: RA 6713 OR ETHICS IN THE WORKPLACE**

Topics will include governing laws on public and private work ethics. Included is the Philippines Code of Conduct and Ethical Standards for public officials and employees contained within RA 6713. Ethics in the Workplace will discuss key elements of ethics training and professionalism in the workplace. The training program will help students develop the ability to recognize and promote designs to bolster and refresh the knowledge of workplace ethics.

**HRM 217: RISK REDUCTION AND DISASTER MANAGEMENT**

This course aims to provide a broad understanding of disaster risk reduction policy, including prevention, preparedness, rescue, recovery, and reconstruction. It will emphasize the application of appropriate and practical policy tools such as economic, social, legal, environmental, and technological measures reflecting the regional condition of respective areas.It will include theories, concepts, and approaches and other aspects of the Disaster Management cycle, impact of climate change and urbanization on severity and extent of disasters, as well as case studies of disaster management on national and local levels.

**HRM 218: ORGANIZATIONAL TECHNIQUES AND COMMUNICATION**

This course will provide students with the knowledge, techniques, and tools to help them plan and organize time and tasks effectively, emphasizing accuracy, brevity, and conciseness of communication processes in the organization to consequently improve productivity and efficiencies in the workplace. It will permit the students to combine their prior professional knowledge, career planning, and mentoring experiences to formulate a final action plan for a lifelong commitment to learning, career, and socially responsible behavior.

**HRM 219: GOOD GOVERNANCE AND CORPORATE SOCIAL RESPONSIBILITIES**

The course aims to provide a thorough understanding of the various principles and aspects of good governance and responsible citizenship. The course discusses the sound exercise of authority (political, economic, and administrative) to manage resources for development. The following principles and aspects of good governance are fairness to the global public, transparency, accountability, openness and participation, resource prudence, ecological soundness, and rule of law. It will cover the return on investment based on political, economic, religious, scientific, intellectual, and artistic issues and concerns.

**HRM 300-A: THESIS A**

Independent research study in consultation with the advisory committee is a must. This course requires the student to write his/her thesis proposal and be able to defend it.

**HRM 300-B: THESIS B**

Independent research study in consultation with the advisory committee is a must. This course requires the student to write, defend, and bind his/her final manuscript.

**HRM 300-A: MASTER'S PROJECT A**

This course intends to enhance and fine-tune his/her project management capabilities by planning a project related to his/her degree program for implementation and evaluation in the succeeding semester. This course enables them to put into practice the management theories and concepts that they learned from their respective degree programs. Under the guidance of their advisers, they prepare a development project proposal/outline based on an overview of all the courses in their degree program. Specifically, they are to identify possible project ideas based on a needs determination process applied to a chosen host organization/community. They must prioritize the project ideas using a set of criteria and choose one with the best comparative advantage.

**HRM 301-B: MASTER'S PROJECT B**

With the guidance of the students' advisers, this course facilitates the implementation, documentation, and reporting of the results of the approved development project proposal/outline. The implementation starts with organizing the resources to be used, including linkages with the project stakeholders identified in the proposal as partners, complementors, and beneficiaries. Implementation is monitored and evaluated with appropriate documentation tools and strategies (all narratives supplemented with video and/or photo documentation). The result of the implementation is presented in a knowledge-sharing session initiated by the OU (or in a virtual presentation, as deemed proper). This serves as his/her oral presentation before his/her advisory panel.