

SCHOOL OF HUMAN  
RESOURCE MANAGEMENT

# GRADUATE PROGRAMS

## Executive Masters of HRM

CANADA'S LEADER  
IN HRM EDUCATION





# Welcome to the School of Human Resource Management at York University

Dedicated to human resource management education, the School of HRM offers comprehensive and unique HRM-focused programs.

We have the largest undergraduate program in Canada, and offer both an Executive Masters in HRM and a PhD in HRM. Our programs provide a bridge between science and practice.

At the School of HRM, you'll further develop your business and HRM knowledge while strengthening your analytical and problem solving skills.

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# Why pursue your Executive Masters at the School of HRM?

**Targeted and convenient.** The School of Human Resource Management's unique Executive Masters degree in HRM is designed specifically to meet the needs of busy professionals from a broad range of backgrounds. Classes convene outside of traditional work hours. Each course is taught in an intensive format, offered over four full-day sessions (Fridays, Saturdays, or Sundays).

**Internationally recognized faculty.** MHRM students will learn from a team of internationally recognized HR scholars. Our faculty share their teaching and research expertise acquired from top universities in Australia, Canada, China, Europe, Singapore, the United Kingdom, and the United States.

**Collaborative.** As a student of the MHRM program, you will be exposed to state-of-the-art HRM teaching by our faculty while working shoulder-to-shoulder with other HR executives from Canada and abroad.

**Flexible.** Students may complete the program on a full-time basis (within four academic terms) or a part-time basis (within eight academic terms).

## Learning at the School of HRM

Classroom activities incorporate a wide range of teaching and learning methodologies, such as:

- Lectures
- Case studies
- Simulations
- Seminars
- Independent & team practical research projects

Our program includes innovative HR curriculum. MHRM students will explore:

- Strategic HRM
- Organizational change
- Training and development
- Strategic staffing
- Compensation
- International HRM
- Research methods

Students can explore electives such as:

- Career management
- Work-life balance
- Negotiations
- Labour and employment law

## Executive MHRM program journey

The Executive MHRM program at the School of HRM allows for part-time or full-time study options

STRUCTURE	FULL TIME	PART TIME
<b>COURSE LOAD</b>	<ul style="list-style-type: none"> <li>• 2 courses per term</li> <li>• up to 3 terms per year</li> </ul>	<ul style="list-style-type: none"> <li>• 1 course per term</li> <li>• up to 3 terms per year</li> </ul>
<b>DURATION</b>	Approx. 1.5 years	Approx. 2.5 years
<b>OPTION 1</b>	8 courses in total are required for completion	
	<ul style="list-style-type: none"> <li>• 6 core courses</li> <li>• 2 elective courses</li> </ul>	
<b>OPTION 2</b>	<ul style="list-style-type: none"> <li>• 6 core required courses</li> <li>• Major Research Paper (MRP)</li> </ul>	

## MHRM career outcomes

- The MHRM degree equips graduates with new tools, knowledge, skills, and professional and academic credentials to advance their careers.
- MHRM alumni have advanced into jobs with greater responsibility and compensation.
- Our alumni network of HRM professionals serves as an invaluable resource for professional connections and career growth.

### Arman Zareyan

MHRM, 2012

Human Capital Consultant  
Deloitte

*Pursuing an MHRM over an MBA is a decision I wouldn't change. An MHRM provided me with a unique skill set, gave me sought-after credentials, and set me apart from my peers graduating from other programs. I learned from a remarkable faculty, who continue to support me. The MHRM fortified my expertise in the workplace, and connected me with a strong network that led to my most recent career opportunity.*



## Admission

### MHRM MINIMUM REQUIREMENTS

#### Academic

Applicants must have an undergraduate honours\* (i.e., four-year) degree from a recognized university, with a minimum B+ average in the last two years of study.

Preference is given to applicants with an undergraduate honours degree in human resource management, business/commerce, administrative studies, psychology, labour studies, or sociology.

#### Professional experience

Applicants must demonstrate a solid practical HRM background or relevant work experience that prepares them for advanced studies.

#### Motivation & suitability for graduate work in HR

Applicants are assessed through online application, resume, professional references.

#### English proficiency

Foreign students are required to demonstrate their English proficiency by meeting the minimal standards on either the York English Language Test (YELT), the Test of English as a Foreign Language (TOEFL), and/or the International English Language Testing Service (IELTS).

For additional admissions information for international students, please visit :  
<http://gradstudies.yorku.ca/prospective-students/international-students/>

For program fees and funding, please visit:  
<http://gradstudies.yorku.ca/current-students/student-finances/funding-awards/>

\* Applicants who have completed a three-year undergraduate degree, numerous HRM courses, and have HR work experience at a senior level may also be considered for admission.

## Melanie Laflamme

MHRM, 2011

Senior Vice President  
Human Resources and  
Organizational Development  
YMCA

*The program equipped me with valuable knowledge of HR's role in strategy, which enabled me as a senior executive to contribute to the strategic direction of our organization.*



**Marie-Hélène Budworth****Research/Teaching Expertise:**

Learning, motivation, and negotiations

**Degrees:**

**PhD** Rotman School of Management, The University of Toronto (Organizational Behaviour and Human Resource Management)

**MEd** Ontario Institute for Studies in Education, University of Toronto (Counselling Psychology)

**HBSc** McMaster University (Biology & Psychology)

**Christopher Chan****Research/Teaching Expertise:**

Cross cultural management, international human resource management, and applied statistics

**Degrees:**

**BCom** Murdoch University, Australia

**MBA** University of Notre Dame Australia

**PhD** Murdoch University, Australia

**James Chowhan****Research/Teaching Expertise:**

Human capital, strategy & planning, and research methods

**Degrees:**

**PhD** DeGroote School of Business, McMaster University

**MA** McMaster University (Economics)

**BA** University of Guelph (Economics)

**Sabrina Deutsch****Salamon****Research/Teaching Expertise:**

Organizational behaviour, organizational trust, citizenship, deviant behaviours, and group processes

**Degrees:**

**PhD** Sauder School of Business, University of British Columbia (Organizational Behavior)

**MA** Hebrew University of Jerusalem, Israel (Economics & Business Administration)

**BA** Hebrew University of Jerusalem, Israel (Economics & Business Administration)

**David Doorey****Research/Teaching Expertise:**

Labour and employment law, industrial relations, corporate social responsibility, and legal theory

**Degrees:**

**PhD** Osgoode Hall Law School

**LLM** London School of Economics and Political Science

**MIR** University of Toronto

**JD** Osgoode Hall Law School

**BA** University of Toronto

**Mary Jo Ducharme****Research/Teaching Expertise:**

Research methods and selection

**Degrees:**

**PhD** University of Guelph (I/O Psychology)

**MA** Wilfrid Laurier University (Experimental Psychology)

**HBA** University of Windsor (Psychology)

**Souha R. Ezzedeen****Research/Teaching Expertise:**

Work and family, gender, and careers

**Degrees:**

**PhD** School of Business, George Washington University, Washington, DC

**MA** American University of Beirut, Lebanon

**BA** American University of Beirut, Lebanon

**Farimah HakemZadeh****Research/Teaching Expertise:**

Evidence-Based HRM, Review Methods, Professional Commitment, Work/Life Conflict and Enhancement, Health Human Resources t

**Degrees:**

**PhD** DeGroote School of Business, McMaster University (Management of Organizational Behaviour and Human Resources)

**MBA** Sharif University of Technology (General)

**BA** Iran University of Science and Technology (Civil Engineering)

**Len Karakowsky****Research/Teaching Expertise:**

Organizational change, and leadership development

**Degrees:**

**PhD** Rotman School of Business, University of Toronto

**MBA** Schulich School of Business, York University

**BCom** University of Toronto

**Soosan D. Latham****Research/Teaching Expertise:**

Cross cultural leadership and qualitative research methodologies

**Degrees:**

**PhD** University of Toronto

**MBA** Iran Center for Management Studies (ICMS)

**BA** Damavand College, Iran

**Kenneth J. McBey****Research/Teaching Expertise:**

Leadership, staffing organizations, and disaster & emergency management

**Degrees:**

**PhD** Schulich School of Business, York University

**MBA** Schulich School of Business, York University

**BEd** University of Toronto

**BA** University of Toronto (Hons. Political Economy)

**Kelly Pike****Research/Teaching Expertise:**

Industrial relations, regulating labour in global supply chains, and qualitative research methods

**Degrees:**

**PhD** Cornell University, ILR School

**BSc** Cornell University, ILR School

**MSc** Cornell University, ILR School

**Parbudyal Singh****Research/Teaching Expertise:**

Compensation and strategic human resource management

**Degrees:**

**PhD** Degroote School of Business, McMaster University

**MBA** Odette School of Business, University of Windsor

**BA** University of Guyana

**Jing Wang****Research/Teaching Expertise:**

Human resources and labour

**Degrees:**

**PhD** University of Toronto

**MILR** Cornell University

**BA** Peking University

**Christa Wilkin****Research/ Teaching Expertise:**

Contingent workforce, work-life policies, and employment equity

**Degrees:**

**PhD** McMaster University (Organizational Behaviour and Human Resources)

**MA** McMaster University (Work and Society, Labour Studies)

**BCom** Ryerson University (Human Resources, Law)

**BDipl** Seneca College (Management)

**Jelena Zikic****Research/Teaching Expertise:**

Career management & transitions, professional identity, diversity, communication, and strategic HRM

**Degrees:**

**PhD** Rotman School of Business, University of Toronto

**MSc** London School of Economics, UK

**BSc** University of Toronto (Psychology & Italian language)

# Toronto

The School of HRM at York University is located in Toronto, Ontario—Canada's largest multi-cultural city.

Indoor, outdoor, and all year-round, Toronto has much to offer: international festivals & cuisine, dynamic nightlife, rich history, and a vibrant arts and entertainment scene.

For the outdoor enthusiast, there's much to explore. By foot, bike, or boat, there's an expansive network of green spaces, natural settings, and waterfront beaches.

## Faith Tull

MHRM, 2011

Chief People Officer  
Randstad Canada

*I've enjoyed four promotions since completing my master's and can certainly attribute some of that success to the emphasis on strategic and factual thinking learned during the program. I thoroughly enjoyed learning from a mix of professors with real work experiences as well as pure researchers. This allowed me to decipher what could and couldn't work within the organizations I served, as well as allowed me to draw upon the skills and knowledge I obtained.*



## Eric McCallum

MHRM, 2010

Vice President, Human Resources  
Kinross Gold Corporation

*My experience in the MHRM program gave me great confidence in designing fact-based, practical solutions to important real-world business challenges, which has helped me advance my career. I highly recommend making this investment in yourself, which will help enhance HR's reputation as a vital business imperative.*



# Get started today!

TALK TO US.

ARRANGE A TOUR.

VISIT US ONLINE.

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