



Letran Calamba
Graduate School & Professional Services

Cognates		With Thesis	
Basic Courses	6	Basic Courses	6
Major Courses	24	Major Courses	24
Internship	3	Internship	3
Cognates	6	Thesis Writing	6
Total	39	Total	39

Master in Management, in Human Resource Management (MM-HRM)

Admission Requirements

1. Official Transcript of Records (Original)
2. Two letters of recommendation
3. Photocopy of marriage contract (for married females)
4. Photocopy of birth certificate
5. 2 (2x2) and 2 (1x1) pictures
6. Admission fee : P 400.00

Entry Requirement

Open to men and women holding any position in offices, agency, and corporation with at least one year working experience.



For more information:



Graduate School & Professional Services

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Main Trunklines

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Objective of the Program

Today's human resource people are increasingly viewed as strategic business partners and are expected to contribute to both specialized HR knowledge and a broad understanding of business needs and strategies. The Master in Management, major in Human Resource Management program is designed to enhance the management skills which students need to function effectively within an organization. Students learn to synthesize business concepts and practices presented in this program to develop solutions for specific managerial situations found within the organizational environment. Courses are designed to help students deepen their human resource subject matter expertise, and strengthen their ability to think beyond functional boundaries, positioning themselves to become an important partner in developing and implementing workplace strategies that deliver business results.

Pre-MM-HRM Course

MHM113-Foundations of Human Resource Management (3)

The subject focuses on the issues on managing people within an organization. Particular attention is paid to the problems of designing and working in the human resource management system. Topics include: Human resource planning, work analysis, staffing, organization, compensation planning and training, all geared to support the strategic objectives of the organizations.

Basic Courses

MBM123- Theories and Principles in Research 3

The student is introduced to research concepts relevant to management of specialization. Discussions center on how to prepare a thesis emphasizing choice of title, statement of the problem, sources of data, analysis and evaluation of information gathered among others. Course output is a thesis topic proposal.

MBM143- Statistical Analysis and Design 3

This course is an introductory course for graduate students with or without prior knowledge of statistics. The goal of the course is to provide students with the necessary foundation for subsequent statistics and research courses, particularly in their researches. The course also covers the statistical models and techniques for management decision-making.

Major Courses (with training equivalency)

MBM113 - Organizational Communication 3

This course deals with the examination of organizational communication theories, communicative implications of historical and modern management theories, as well as special interest topics. Major topics include cultural and critical approaches to organizational communication, classical management and human relations theory, and communication effectiveness. Special topics may include terms in organization, diversity, organizational politics, leadership and change. Focus is made on applying organizational communication theories and concepts to understand others better and to control one's own communication in organization.

MBM163- Organizational Development 3

Human behavior and organization dynamics, theory and assumptions, organizational analysis and plans are discussed. It analyzes the nature of organizations, human nature and needs, the complex set of behavior forces and the influence of organizational effectiveness.

MHM153 - Compensation and Benefits Design and Administration 3

The course is focused on the pay model, compensation objectives, policy divisions and pay techniques. It also includes discussion on job evaluation, external competitiveness, formulation of pay structure, benefits and services and performance appraisal, and compensation decision.

MHM173 - Training & Development 3

This is a study of the strategies and actual plans to increase the knowledge and work skills of employees together with their attitudes, behavior and personality. It includes training needs analyses, training activities and the creation of an organization climate that leads to professionalism, career development and development of the total person.

MHM193 - Policies and Strategic Management 3

This is an integrating course for all the major functions of management by studying the strategy and external posture of an organization's design and process. It considers the organization in its totality as to the viewpoint of a Chief Executive Officer (CEO). It centers on formulating and implementing strategies, managing diversity, and organizing for strategic action.

MHM123 – Organizational Behavior 3

This course is designed to acquaint the students with the problems of industries. In addition, the course shows students how psychology will aid them in their careers, and how the findings of industrial/organizational psychology directly influence their everyday lives as job applicants, employees, managers, and consumers.

MHM213- Labor Management Relations 3

This course focuses on the industrial relations system and the processes by which wages, hours, and other conditions of employment are determined. The first section of the course is devoted to class orientation and establishment of a framework for analysis; the second section discusses the two major parties at interest — labor and management; the third section analyzes the process of collective bargaining; the fourth section deals with selected issues of collective bargaining; the fifth section compares industrial relations systems; and the sixth section arrives at conclusions and takes a look at the future of industrial relations.

MHM233- Performance Management System 3

It stresses principles necessary for the selection, management, and development of an organization's appraisal system. The course includes computers and expert systems for succession planning and developing excellence, determining the objectivity of the appraisal process, merit awards and development needs, the system used to measure and develop cultural change, and the development and validation of cost effective systems.

MBM253 - INTERNSHIP 3

The aim of this course is to give the Graduate School students opportunities to examine first-hand knowledge and theories learned in the classroom for their wider impact in the industry and on society. Students must undergo internship outside their own companies/organizations. They may enroll this course during their 4th or 5th semester in the Graduate School, or when all professional subjects have been taken.

Thesis Writing 6

1. Students must pass the oral and written comprehensive examination before enrolling in thesis writing.
2. This may be enrolled in one trimester provided all requirements are completed within the term.

MBM223 - Thesis Writing I (Proposal) 2

The course guides the students through the process of making a thesis proposal on any area of concern in management he/she may deem suitable for his/her purpose in conformity with accepted standards. The output of this course is the thesis proposal, which is to be defended before a panel of examiners.

MBM243 - Thesis Writing II (Colloquium) 2

The course guides the students through the process of sharing his/her research output to the public. Reactors will be invited to help deepen the paper.

MBM263 - Thesis Writing III (Final) 2

This course guides the student in the completion of the defended thesis proposal. The thesis must be defended before a panel of examiners appointed by the graduate school dean, at a time and place designated for the purpose.

Cognates for Non-Thesis Program 6

Major courses from other programs

Oral and written comprehensive examinations are required for all students enrolled in thesis and non-thesis program.