

Mission Statement

We are a Catholic institution of learning dedicated to advancing the frontiers of knowledge in the theoretical and applied fields through quality graduate education that is comprehensive and responsive to the needs of society.

We are committed to the formation of scholars and high-quality professionals who are ethical, competent, compassionate, and committed to the service of their respective professions, the church, the nation, and the global community.

Vision Statement

We envision a Graduate School that stands for excellence and innovation and that is globally recognized for its distinct degree programs and quality research outputs.

Goals and Objectives

The Graduate School commits itself to develop:

1. Competent professionals who, inspired by the ideals of St. Antoninus of Florence, promote excellence in the production, advancement, and transmission of specialized knowledge and skills in the sciences, the arts, and community service;
2. Scholarly researchers and creative thinkers who, kindled by St. Thomas Aquinas' ardour for truth, aspire to become fountains of intellectual creativity and, in their quest for quality research, are proficient and critical in assessing and communicating information in various fields that impact the professions, the church, the nation, and the global community;
3. Professional Christian leaders who, touched by St. Dominic de Guzman's apostolic fire and warmed by Mary's motherly care, articulate ethics and truth, high level of moral maturity in resolving issues and promoting social justice and compassion for the poor, and care for the environment;
4. Globally engaged citizens who, with ardent advocacy for life, promote a deeper understanding of tolerance and justice as well as linguistic, religious, and cultural diversities as a result of precise evaluation of modern problems and inquiries;
5. Committed scholars who, nurtured by the dogmas of Christian faith and values, are dedicated to the pursuit of truth through the promotion of an intellectual culture that values academic rigor and freedom of scientific investigations; and
6. Lifelong learners who, empowered by St. Antoninus of Florence's zeal for learning, are committed to the advancement of a higher culture through a continuous search for intellectual inquiries and new knowledge as well as faithfulness to Catholic intellectual traditions.

Program Intended Learning Outcomes (PILO)

When you successfully complete Master of Science in Human Resource Management, you will be able to:

1. Demonstrate a high level of competence in the development, advancement and transmission of specialized knowledge and skills in the field of human resource management;
2. Demonstrate skills of critical inquiry and creative approaches in the findings of solutions in the human resource development through researches; human resources related problems;
3. Demonstrate the ability to lead and work independently and collaboratively with other and in exercising ethical actions in resolving human resource management issues and problems;
4. Demonstrate global awareness of the human resource management diversity and practices;
5. Demonstrate an updated and in-depth professional and functioning knowledge on strategies of human resource management problems and practices in the business fields and other disciplines;
6. Demonstrate initiatives and self-direction to advance one's knowledge and skills in human resource management using established sources of advance information in the field.

DOCTOR OF PHILOSOPHY IN HUMAN RESOURCE MANAGEMENT

PREREQUISITE COURSES: (12 UNITS)

PHL 821 – Philosophy of St. Thomas Aquinas

An expository of the essential philosophical teachings of the Angelic Doctor organized around the 24 fundamental theses of Thomism against the background of St. Thomas Aquinas' successful synthesis of Scholastic Philosophy, Biblical and Catholic Tradition and Aristotelian Method. Credit: 3 units.

PHL 822 – Philosophy of Man

The course deals with an analytic study of contemporary Christian critique and synthesis of modern and contemporary philosophies of man, with background philosophies of man from Ancient Greece, India and China. Credit: 3 units.

PHL 823 – Philosophy of Values

The course deals with the study of the survey exposition of the moral philosophies dating back from Socrates, Buddha, and Confucius to contemporary moral philosophies around a reflective critique of these in the light of contemporary Catholic moral thought. Credit: 3 units.

GS 800 – Advanced Research Methods and Statistics

The course deals with the advanced concepts, research techniques and methodology as such as the IMRAD format, and other statistical treatments in the preparation of the manuscripts for research

presentations in conferences, colloquia, symposia and seminars. Credit: 3 units.

SPECIALIZATION COURSES: (30 UNITS)

HRM 801 – Performance Management Systems

The course covers activities, systems, and technologies that ensure that goals are consistently met in an effective and efficient manner by focusing on performance of the organization, a department, processes to build a product or service, and employees. Credit: 3 units.

HRM 802 – Compensation and Benefits Design and Administration

The course is focused on the pay model, compensation objectives, policy divisions and pay techniques. I will also include discussion on job evaluation, external competitiveness, formulation of pay structure, benefits and services, performance appraisal and compensation decision. Credit: 3 units.

HRM 803 – Management of Corporate Culture

The course deals managing and leading successful effective leaderships with the background of the espoused values, assumptions and traditions of the business environment. Credit: 3 units.

HRM 804 – Human Resource Management Policy Formulation

The course deals with the integration of factors, tools, and functional areas aimed at developing an over-all corporate strategy focusing on human and business resources for the success of the organization. Credit: 3 units.

HRM 805 – Current Human Resource Management Issues, Trends and Challenges

It is a seminar course which deal with the analysis and evaluation of issues, trends and challenges encountered in the human resource management areas and suggests holistic approaches in the resolutions to these problems. Credit: 3 units.

HRM 806 – Labour Law and Social Legislation

The course deals with an analytical study of the economic, sociological and legal losses of the reciprocal rights and duties of management and labor. The different labor laws and social legislations are also analyzed. Credit: 3 units.

HRM 807 – Executive Management

The course deals with the essentials of the human resources, finance, procurement, information management and related fields from the point of view of executive managers. It deepens their understanding of the management-level responsibilities as well as those of key government stakeholders with the goal of streamlining the decision-making processes and optimizing the overall organizational performance. Credit: 3 units.

HRM 808 – Organizational Development

The course deals with the practices that would enhance organizational performance and individual development through the increased

alignment in the various systems within the organization. OD interventions are inclusive of the methodologies and approaches to the strategic plans, organization design, change management, leadership development, performance management, team building, work life balance and coaching. Credit: 3 units.

HRM 809 – Career Development and Succession Planning

The course deals with the preparation of an employee beyond the requirements of his/her present positions and can take a broader value of his/her role in the organization and society in general. It includes self-monitoring, assessment of work and life goals career preferences and most especially reconciliation of employee to organizational goals and objectives. Credit: 3 units.

HRM 810 – International Human Resource Management

The course deals with a unique blend of theory and practice to help students analyze the vast array of employment practices, employment structures and human resource management strategies in a comparative and global context. Its philosophy is to provide the conceptual and practical tools necessary to address the impact of globalization on the Human Resource practice. Credit: 3 units.

COGNATE: (6 UNITS)

Any course which has a direct bearing on one's dissertation.

TERMINAL REQUIREMENTS: (9 UNITS)

Foreign Languages: (6 units) (non-credit)
Written Comprehensive Examinations (WCE)
DW I – 6 units (Research Proposal)
DW II – 3 units (Research Colloquium)
DW III – 3 units (Defense)

Total = 57 Units

**UST Graduate School Administration
Officials and Faculty Set-up**

MARILU R. MADRUNIO, Ph.D.
Dean

FR. JOSÉ ANTONIO E. AUREADA, O.P., S.Th.D.
Regent

ALEJANDRO S. BERNARDO, Ph.D.
Faculty Secretary

GRECEBIO JONATHAN D. ALEJANDRO, Dr.rer.nat.
Director for Graduate Research

MARY CAROLINE N. CASTAÑO, Ph.D.
Program Lead for Business Cluster

PROFESSORIAL STAFF

Hector M. Aguilung, Ph.D.
Rosalia Caballero, Ph.D.
Ma. Vida Caparas, Ph.D.
Alita Conde, Ph.D.

Golda Aira Crisostomo, Ph.D.
George A. Lu, Ph.D.

Rev. Fr. Jerry Manlangit, O.P., Ph.D.
Marilyn Tiongson, Ph.D.

Summary of Program Requirements

Degree Requirements	units
Prerequisite Courses	9
Specialization Courses	30
Cognate Courses	6
Foreign Language	(6)
Written Comprehensive Exam	--
Dissertation Writing I	6
Dissertation Writing II	3
Dissertation Writing III	3
TOTAL	57

For further information, please call,

Tele-Fax: (632) 740-9732 or
Tel. No. (632) 406-1611 loc. 8247; 731-5396
E-mail: odgs@mnl.ust.edu.ph

or write to:

The Dean/Faculty Secretary
UST Graduate School
España Blvd., Manila, Philippines 1015

visit us @ <http://graduateschool.ust.edu.ph>



University of Santo Tomas
THE CATHOLIC UNIVERSITY OF THE PHILIPPINES
MANILA, PHILIPPINES
The Graduate School

HRM

**DOCTOR OF PHILOSOPHY IN HUMAN
RESOURCE MANAGEMENT**