

MONTCLAIR STATE UNIVERSITY

FELICIANO SCHOOL OF BUSINESS

MS in Human Resource Analytics

Master of Science in Human Resource Analytics

The STEM-designated MS in Human Resources Analytics program at Montclair State University is designed to provide students with a unique balance of HR management, technical, and analytical skills. This program provides a thorough understanding of the major functional areas of the modern Human Resources function, including how data is deployed to manage and support organizations in achieving optimal results.

While being affordable and flexible, the 30-credit program provides an intensive grounding in business analytics and their application in HR, alongside graduate-level courses in HR Management.

\$72,910 average salary for human resource specialists in 2024

U.S. Bureau of Labor Statistics 2024

#81 top public schools

U.S. News & World Report 2025, Top Public Colleges and Universities



Upon visiting the campus, my positive impressions were further reinforced by the supportive faculty, welcoming campus culture, and excellent facilities. Additionally, the university's proximity to New York City provides convenient access to a plethora of opportunities and amenities, facilitated by extensive public transportation options in the region. As an international student, the ease of travel afforded by the nearby public transit system alleviates concerns about owning a personal vehicle. In essence, Montclair State University embodies everything I love in a higher education institution. I have no hesitation in recommending it to friends and former classmates seeking a fulfilling and rewarding academic journey.

Ahad - Bangladesh
Graduate student



19 kilometers from New York City

120+ student clubs and organizations

Program Highlights

- STEM-designated (eligible for 3 years of OPT)
- AACSB International Accreditation
- Distinguished faculty
- Executive speaker series
- Professional development workshops
- Experiential learning through the Analytics Practicum Course

Methods and Skills to Master

- Exploratory data analysis
- Data visualization
- A/B Testing and ANOVA
- Forecasting and Time Series Analysis
- Optimization
- Machine Learning
- Artificial Intelligence
- Strategic Decision-Making Benchmarking

Career Outcomes

The unique blend of the Human Resources and Analytics coursework gives graduates a competitive edge in the job market. Some common jobs for graduates are:

- HR Assistant
- HR Generalist
- Global Benefits Manager
- Training Coordinator
- Talent Assessment
- HR Services Administrator
- Data Analyst
- Operations Manager
- Technical Recruiter
- Computer Analyst
- Business Process Analyst
- Quality Control Analyst

Sample Courses

This **30-credit program** consists of many course options to choose from that will help you gain the skills and knowledge you need to help you succeed in your future career.

- Data Wrangling and Analysis
- Introduction to Data Mining for Business
- Data Visualization
- Business Analytics Practicum
- Applied Statistics for Business Analytics
- Organizational Behavior and Team Leadership
- Business Communications
- Strategic Human Resource Management
- Leadership
- Managing Global Workforce
- Talent Management
- Human Resource Data Analytics
- Contemporary Themes in Human Resource Management
- Advanced Human Resources Analytics



Admission Requirements

- Application
- Application fee
- Official NACES transcript evaluation
- Official English proficiency test score
- Statement of purpose
- Resume
- Two letters of recommendation
- Optional:
 - GMAT or GRE

APPLY NOW

