

MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT



Master of Science in Human Resource Management

By the end of the programme you will understand the strategic role of human resource management in the global organisation, as well as the knowledge and techniques required to put theory into practice. Your analytical and personal skills will equip you for a wide range of human resource management positions in every size and type of international organisation.

Programme outline

Our MSc in Global Human Resource Management will provide a comprehensive, high-level education in the field, within an international context. You will develop specialist and transferable skills, and acquire a range of valuable analytical techniques.

You will appreciate the role and historical development of human resource management and of approaches to employee development, employee relations and performance management

In doing so, you will understand the evolving theories and practices of human resource management. You will gain an understanding of the strategic and contextual approach to problem solving and the formulation of policy and strategy, with particular reference to global, multicultural organisations.

General modules cover strategic organisation, managing finance, international business and emerging markets and managing in a multicultural context. You will then specialise by studying modules in performance management, HR resourcing, business leadership and strategy and organisational learning. You will complete your degree with an original dissertation.

You should graduate equipped to occupy a wide range of human resource management positions in every size and type of organisation, especially those operating in a global context. These will include both generic roles and specialist positions in recruitment, training, reward, performance management and employee relations, as well as consultancy, research and teaching opportunities.

Programme structure

The programme is composed of four general modules, four specialist modules and a dissertation (for a total of 180 credit points).

Your first module will be nine weeks in length where you begin with a week long brief introduction to the programme, the learning platform and then continue with the module content.

Each following module is eight weeks in length. By taking one module at a time you can explore a specific subject in depth without distractions.

A General modules

- Strategic Organisation
- Managing Finance
- International Business and Emerging Markets
- Managing in a Multicultural Context

B Specialist modules

- Performance Management
- HR Resourcing
- Business Leadership
- Strategy and Organisational Learning

C Dissertation

Students refine their dissertation topic in conjunction with their Personal Dissertation Advisor, an academic supervisor who will provide support throughout the writing process.

Programme duration

The programme takes on average 30 months to complete. However, since students progress at their own pace, you may choose to complete your studies in as little as 24 months or spread them over 60 months.



MSc in Human Resource Management Modules

Strategic Organisation

Aim: To develop understanding of the processes involved in the performance of organisations and their constituent parts.

You will become familiar with leading-edge theory about organisation and management and how these processes inform strategy, organisational environment and performance. This module introduces, develops and models concepts of organisation, strategy and environment as they relate to performance. You will examine theories of organisational and management effectiveness; organisational inertia and change; organising and managing as strategic acts; classic management ideas and bureaucracy; contemporary organisational conditions and challenges; new forms of organising; power and politics in and around management; as well as corporate values and culture.

Managing Finance

Aim: To provide a comprehensive grounding in the financial management and aspects of financial reporting in organisations.

This module provides a framework that enables you to understand the role of accounting and finance in management and business; and how the information provided by accounting and finance supports decision-making by managers. In particular, it deals with basic principles of accounting and finance, the techniques of preparation of accounting and finance information and the fundamentals of costing and costing systems.

International Business and Emerging Markets

Aim: To enhance students' awareness of the global business environment.

You will learn how to analyse the decision-making processes, organisation, and management of international firms, using both theoretical and empirical approaches. In addition, you will develop an appreciation of the problems and risks facing international firms, and the means that they adopt to overcome them. Finally, this module will examine the new opportunities available in emerging markets, and the difficulties that accompany them.

Managing in a Multicultural Context

Aim: To equip students for the demands of operating across cultural boundaries.

You will gain an appreciation for the diversity of cultures encountered in international business, as well as strategies for operating effectively in a culturally diverse environment. You will acquire an understanding of leading theoretical models of multiculturalism, as well as examining your own skill levels and your knowledge of other cultures.

Performance Management

Aim: To examine the concept and evaluation of performance in public services and private industry.

You will study different approaches to financial valuation, concepts of value for money, performance measurement, models of evaluation and questions of accountability. You will use case studies to examine the practical application of different ideas and perspectives. You will also develop a theoretical and applied understanding of value, performance and accountability.

HR Resourcing

Aim: To provide an overview of the resources available to an organisation.

This module enables you to understand how resources can be managed to add value; understand the value chain and how sustainable competitive advantage can be maintained. You will discover how linkages between value systems are created for competitive advantage and how to identify and manage the core skills and competencies of an organisation.

Business Leadership

Aim: To review current ideas and practices of leadership in contemporary organisations.

This module will equip you with the skills necessary to cope with ambiguity, continuity and change, and to understand the relationship between leadership and followership. As you explore historical and contemporary models of leadership, you will examine the relationship between the individual and the group. You will understand the responsibilities and privileges of leadership and apply leadership theory to real-life situations.



MSc in Human Resource Management Modules

Strategy and Organisational Learning

Aim: To provide an overview of traditional and contemporary approaches to strategy in organisations.

This module offers an overview of rational planning approaches alongside emergent, micro-strategising, and learning and knowledge-based views of organisations. You will gain the necessary understanding to diagnose, analyse, critique and develop organisational systems and strategies that are intended to develop capability and performance.

Dissertation

The culmination of your programme, this written project demonstrates your mastery and integration of all your previous learning. The dissertation is the cornerstone of the UK university system. It is an original, scholarly work that applies your new knowledge and experience and allows you to prove your mastery of the techniques you have studied.

Students choose their dissertation topic in conjunction with their Personal Dissertation Advisor, an academic supervisor who will provide support throughout the study and writing process.

