

HUMAN RESOURCE MANAGEMENT (MSC)

ENTRANCE REQUIREMENTS

Normally a 2.1 Honours degree or equivalent qualification acceptable to the University in any discipline. Applicants with a 2.2 Honours degree or equivalent qualification acceptable to the University and sufficient relevant experience will be considered on a case-by-case basis.

INTERNATIONAL QUALIFICATIONS

For information on international qualification equivalents, please see: go.qub.ac.uk/YourCountry

ADDITIONAL INFORMATION FOR INTERNATIONAL STUDENTS

International students wishing to apply to Queen's University Belfast (and for whom English is not their first language), must be able to demonstrate their proficiency in English in order to benefit fully from their course of study or research. Non-EEA nationals must also satisfy UK Visas and Immigration (UKVI) immigration requirements for English language for visa purposes.

Evidence of an IELTS* score of 6.5, with not less than 5.5 in any component, or an equivalent qualification acceptable to the University is required.

*Taken within the last 2 years.

For more information on English language requirements for EEA and non-EEA nationals see: go.qub.ac.uk/EnglishLanguageReqs

If you need to improve your English language skills before your study, our partner INTO Queen's University Belfast offers a range of English language courses: www.intohigher.com/qub

FEES AND FUNDING

Northern Ireland (NI): £7,000
England, Scotland or Wales (GB): £7,000
Other (Non-UK/EU): £7,000
International: £19,900

For fees and funding information please see:
Fees: qub.ac.uk/TuitionFees
Funding: go.qub.ac.uk/qubpgfunding

DURATION

1 year full-time or 2 years part-time

TEACHING INFORMATION

You will learn through lectures, seminars, videos, case studies, skills workshops, as well as sessions delivered by guest speakers from industry.

You will be taught by world-class researchers in Human Resource Management and by experienced practitioners – evidenced by their CIPD Chartered and Fellowship membership status.

You will also benefit from Queen's Management School's wide-ranging industry networks, engaging with leading HR employers, professionals and experts who are guest speakers in a number of modules. Students will also benefit from links with the University's William J Clinton Leadership Institute, also based at Riddel Hall.

OVERVIEW

The MSc HRM is accredited by the Chartered Institute of Personnel and Development (CIPD) and is taught by a mixture of world-class researchers and experienced practitioners. It is designed to provide you with a high standard of knowledge and understanding about the current trends, opportunities and challenges facing HRM practitioners and researchers, as well as the skills to advance your career in an HR-related field. The programme's mixture of disciplinary rigour, academic expertise and applied focus equips you for work in a wide range of positions across the human resource management field. The programme delivers a suite of modules that explore and critically assess relevant and contemporary HRM-related theories, research and HRM practice (see course modules). You will also have the opportunity to undertake a dissertation or consultancy project that involves the investigation and analysis of an HRM-related issue and provides you with an opportunity for an applied and in-depth study of organisations and the management of work. Our MSc HRM course is at the forefront of research-led, practical and theoretically informed education.

CONTENT

This programme consists of the following modules and a final dissertation or consultancy project.

Semester One (CATS)

- HR Management in Context (15) *Explores how managers and HR professionals can best respond to their internal organisational and external environmental contexts.*
- HRM Theory and Strategy (15) *Explores the latest strategic approaches and techniques HR professionals are taking in order to align specific people management practices with the business strategy.*
- Performance and Reward Management (15) *Examines contrasting models and methods, assess how these are used in different business environments.*
- HRM Analytics (15) *Uses leading software tools to carry out HR analytics, including descriptive, visual, and prescriptive analytics and understand the wider organisational implications.*



Semester Two (CATS)

- Human Capital Development (15) *Evaluates the existing context and practice relating to the design and undertaking of training and development initiatives within firms.*
- Managing Employment Relations (15) *Evaluates wider empirical trends in employment relations approaches, evaluates the basis of conflict in organisations and explores the rights and obligations imposed by employment law.*
- Research Methods for Business (15) *Introduces research methodologies, processes and techniques required for carrying out an independent and original research project or a consultancy project.*
- Resourcing and Talent Management (15) *Explores organisational responses to changing labour markets and how organisations acquire and retain the necessary skills, attitudes and experience to meet business objectives.*

Summer Semester

Final Dissertation or Consultancy Based Report (60 CAT points) The dissertation often involves the investigation and analysis of a HRM-related issue within organisations and provides you with an opportunity for an applied and in-depth study of organisations and the management of work. A Consultancy Project involves working with a client organization to make recommendations for solving a pre-set consulting problem, challenge or issue in the field of HR.

ASSESSMENT

The programme draws on a variety of assessment methods, both individual and group-based including essays, business reports, case study analysis, presentations, simulations and traditional examinations.

CAREERS

The MSc programme prepares students for a range of HR-related roles in management and research such as HR analyst, HR advisor, HR generalist, HR manager, recruitment manager, careers adviser, as well as positions in consultancy, trade unions and academic and policy research across all sectors. Recent graduates of the programme have gained employment in a range of organisations from various sectors, including: First Derivatives, Moy Park Group, Power NI, Zurich Insurance, Energia, Inspire Well Being, Baker McKenzie, Allen and Overy, FinTru, A&L Goodbody, NHS, Crane Co., Finnebrogue and many others.

Career Management Skills

The MSc will provide you with the opportunity to participate in career management sessions delivered by careers advisors and leading HR professionals in the field. These sessions will enable you to consider your career goals and how they can be achieved.

WHY QUEEN'S?

Accreditation

The programme is fully accredited by the Chartered Institute of Personnel and Development (CIPD). The programme provides the necessary knowledge and understanding to be awarded Professional Membership of the CIPD at Associate, Chartered or Chartered Fellow levels.

HR Future Insights Programme

The MSc programme offers the opportunity for you to participate in our HR Future Insights Programme which focuses on current and future trends and issues in HR and may include, for example, sessions on HR analytics, talent management, employment law, and conflict management and negotiation. The programme will offer you the opportunity to benefit from Queen's Management School's wide ranging industry networks and learn from key leaders in HR and the wider business community.

Learning Approaches

The programme employs a variety of teaching and learning methods including lectures, workshops, tutorials, case studies, industry

speakers. Lectures are often interspersed with discussion, group exercises and case studies which allow you to engage with theories and concepts and reflect on their application in practice. You will have opportunities to make presentations and to work on a variety of group tasks, both assessed and non-assessed, improving your communication and leadership skills.

Diversity

The course attracts students from a diverse range of academic backgrounds, experiences and national cultures, creating an exciting and stimulating social and learning environment. This is particularly beneficial for working in HRM, as many organizations place diversity and inclusion as a key priority.

Queen's Management School is committed to the continuous improvement and enhancement of all of its degree programmes. New modules may be developed and included to replace or enhance those which are mentioned here.

“The MSc in Human Resource Management course was both an exciting and challenging year. The course content is directly applicable to HR practice and is recognised by employers as a profoundly specialist insight into the dynamics of people management. Engaging seminars, coupled with outstanding teaching, has made this course a fantastic place to start my HR career pathway.”

Callum Montgomery,
MSc Human Resource Management

APPLY NOW

go.qub.ac.uk/pgapply

CONTACT

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