

THE MSc IN HUMAN RESOURCE MANAGEMENT (HRM) PROJECTS

Would your business benefit from an in-depth piece of human resource related research and analysis? Why not let one of our specialist postgraduate students look into it for you?

WHAT IS THE MSc IN HRM PROJECT?

An opportunity to engage with individual students, specialising in human resource management, on a piece of research and analysis carried out between May and August.

Every MSc student undertakes an authoritative piece of work over the summer, and many are keen to work with an organisation on a project that will add value to its business. We invite HRM practitioners to put forward proposals, which will be matched to the top-performing students in our MSc HRM programme.

The main output is a substantial report taking a rigorous approach to the topic, along with an executive summary or presentation of findings for the client.

WHAT KIND OF TOPICS ARE SUITABLE?

We can consider almost any topic that has an HRM focus and successful projects tend to have an empirical element, which has practical relevance. Most students are keen to work with practitioners on projects which will be of real value to them, helping them find solutions to strategic HRM issues such as: recruitment, L&D, staff engagement, compensation, equality issues etc.

Previous client projects have included:

- investigating if extended paid leadership encourages further absences;
- reporting on desirable leadership competencies;
- researching into how a global organisation can accommodate and benefit from an ageing workforce.

WHAT IS THE PROFILE OF A TYPICAL MSc IN HUMAN RESOURCE MANAGEMENT STUDENT?

The MSc is a fully accredited programme by the Chartered Institute of Personnel and Development (CIPD). It has been designed to provide a combination of courses that will enable the professional development of future HR managers. It draws upon the diverse and extensive research portfolios of members of the Organisational Studies group and combines theoretical and research insight with practical skills and opportunities for application of knowledge to real-life HR issues.

Most MSc in HRM students have a first degree, and some have prior experience of working in HR services. Across the MSc portfolio there are around 60 nationalities represented, bringing a real sense of international diversity.

RECENT CASE STUDIES

Capco, a global business and technology consultancy dedicated to the financial services industry, believes culture stems typically from the values of the organisation, both explicit and implicit. Capco was keen to maintain its excellent company culture and to consider what their growth model should be. The student prepared case studies of other companies, who had fostered culture through a rapid growth period, and made a set of recommendations on how Capco could keep their great culture alive.

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"I think the student project is a great programme, as it gives the student an opportunity to write their dissertation from a more practical angle and it gives them exposure to people from the industry early on. From a company perspective we get a good piece of relevant research. Capco is committed to its 'thought leadership' arm where employees produce papers and articles on relevant topics that we publish in our journals. The student projects tie in perfectly with this. We at Capco, look forward to engaging with many more students in the future."

Sneha Kanna, Capco

Badenoch & Clark is an executive recruitment consultancy with offices in several major cities in England and Scotland, employing over 350 consultants. The client was interested in a review of what senior managers saw as the most desirable leadership competencies. The project involved gathering primary research from a number of Badenoch & Clark's client organisations.

"The research conducted by our MSc HRM student and standard of work produced in the final project was of a very high standard and has proved valuable for ourselves and our clients. I thoroughly enjoyed working with our student and would fully encourage other organisations to take this opportunity to support a student on the MSc HRM programme."

Scott Miller, Director, Badenoch & Clark

TIMESCALES	
Companies submit project proposals	Deadline: End of January
Final list of project clients is confirmed	Mid February
Project matched to a student	Late February
Initial Meeting is arranged	March
The student carries out the research	Between March and August
Report is delivered	End of August