

# HUMAN RESOURCE MANAGEMENT

The University of Westminster is one of the UK's leading Chartered Institute of Personnel and Development approved centres and covers a range of specialist areas including employee coaching, employment law, international HRM, management development, managing change and reward management.

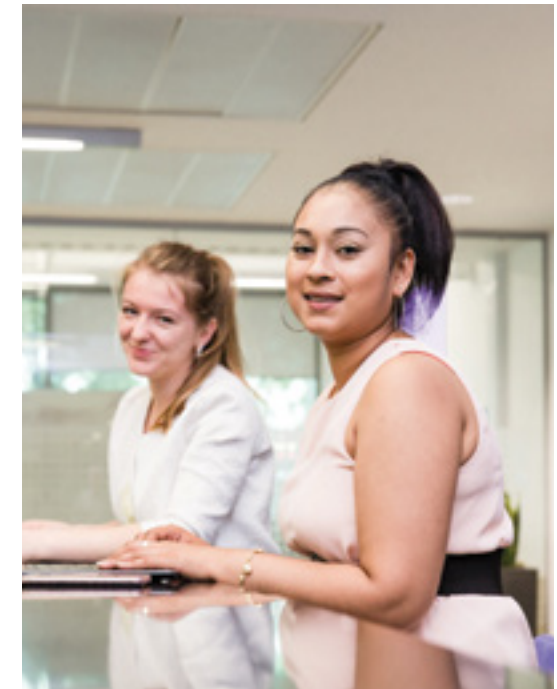
Currently we offer two courses, both of which lead to Chartered Institute of Personnel and Development (CIPD) professional membership. The first is the Human Resource Management MA, delivered on both a one year full-time and a two year part-time basis. This is aimed at those who are practising human resource management (HRM) or are about to enter the sector. The second is the International Human Resource Management MA, which is a one year, full-time course mainly – but not exclusively – for participants from outside the UK.

Approximately three-quarters of our students are studying part-time while working in business, consultancy, public sector or not-for-profit organisations. The emphasis in the classroom is on blending theory and practice, problem diagnosis and the selection of managerial tools to provide the best fit with the situation. Classes are often run on a workshop basis, giving the opportunity for participants to pool their experience, as well as drawing on the expertise of the tutors. Students also have the opportunity to develop essential HR practitioner skills by attending a series of practical workshops.

Among our academic staff there is a strong combination of specialist business experience as well as academic qualifications, appropriate for delivering learning outcomes in applied aspects of HRM.

**The breadth of experience, expertise and passion that the academic staff bring to this course is fantastic. A largely vocational MA has the necessity of preparing those studying for the realities of the workplace, overall this is achieved without compromising the opportunity to broaden debate and engage with more challenging ideas.**

Will Green, Human Resource Management MA



Our courses are **Chartered Institute of Personnel and Development (CIPD)** accredited



# HUMAN RESOURCE MANAGEMENT MA

**Length of course:** one year full-time or two years part-time, starting in September or January.  
**Location:** Central London (see map p196)  
**Fees and funding:** see course web page and [westminster.ac.uk/fees](http://westminster.ac.uk/fees)  
**Entry requirements:** see page p192

For full and most up-to-date information, see course web page: [westminster.ac.uk/human-resource-management-ma](http://westminster.ac.uk/human-resource-management-ma)

This course will suit graduates intending to work in HR, as well as those already working in the field and wanting to advance their careers. Building on your understanding of the theory and practice of HRM techniques, it provides a professionally focused and research informed blend of academic and practical information, encouraging critical reflection on current HRM approaches.

Westminster Business School is a Chartered Institute of Personnel and Development (CIPD) approved centre. The course has been accredited by the CIPD as meeting the 'knowledge criteria' for professional membership. This means that once you have successfully shown the CIPD relevant evidence of your practice in the workplace, you will gain professional level of Chartered Membership, with the joining and initial membership fee paid for by the University.

## Course content

The emphasis in the classroom is on blending theory and practice, problem diagnosis and the selection of managerial tools to provide the best fit with the situation. Classes are often run on a workshop basis, giving you the opportunity for students to pool their experience, as well as drawing on the expertise of the tutors.

You will also have the opportunity to develop essential HR practitioner skills by attending a series of practical workshops.

## Core modules

- HRM in a Business Context
- Managing Human Resources
- Project
- Research Methods and Project Preparation
- Skills of the Manager/Consultant

## Option modules

**Choose two of the following CIPD modules:**

- Employee Relations
- Learning and Development
- Organisational Analysis, Design and Development
- People Resourcing
- Reward Management

**You will also choose two from the following additional option modules:**

- Assessment and Individual Differences at Work
- Contemporary Issues in Strategic HRM
- Designing and Delivering Training
- Employment Law for HR Practitioners
- International HRM
- Management Development
- Managing Change
- Managing Diversity and Equality in Employment

All modules are subject to the CIPD and University of Westminster approval.

## Internship Programme

Full-time students may take the internship programme in addition to their option modules. The 8-12 weeks accredited internship in a London-based organisation will help you gain invaluable work experience. You will be able to take your internship during the summer period or alongside your studies. You will be responsible for finding your own internship with the support of the Business Work Experience Team.

## Associated careers

After completing the course you can be expected to develop your career within HRM, either in the UK or abroad, or to continue your studies in HR-related fields.

The course will enable you to enhance your career prospects and marketability in the professional practice of HRM. Past students have become consultants (internal and external), HR managers, compensation and benefits managers, change management specialists, HR business partners/operations managers, civil servants and mediators.

Employers of our students include the BBC, Capgemini, Linklaters, PricewaterhouseCoopers and the Royal Household.

# INTERNATIONAL HUMAN RESOURCE MANAGEMENT MA

**Length of course:** one year full-time, starting in September  
**Location:** Central London (see map p196)  
**Fees and funding:** see course web page and [westminster.ac.uk/fees](http://westminster.ac.uk/fees)  
**Entry requirements:** see page p192

For full and most up-to-date information, see course web page: [westminster.ac.uk/international-human-resource-management-ma](http://westminster.ac.uk/international-human-resource-management-ma)

The course is designed to appeal to candidates from outside the UK wishing to pursue or enhance a career in HRM that has, or may have, an international dimension. You will study an interesting range of modules focusing on international corporate HRM, international personnel management and organisational analysis and development.

This Masters specifically enables you to build a body of practical skills and theoretical knowledge around the management of organisations within different international contexts, allowing you to acquire a coherent, specialised body of relevant knowledge.

Westminster Business School is an approved centre for the Chartered Institute of Personnel and Development (CIPD) and this course has been accredited by the CIPD as meeting the knowledge criteria for professional membership. This means that once you have passed the degree and given the CIPD evidence of your practice in the workplace, you will gain the professional level of Chartered Membership with the joining and membership fee paid for by the University.

## Course content

You will be exposed to a wide range of contemporary perspectives on key developments in and around international human resource management and organisational analysis, providing access to a range of alternative academic and practitioner views.

You will explore relevant issues and what these mean for individuals and organisations at local, national and international levels.

## Core modules

- Comparative Employment Relations
- HRM in a Business Context
- International HRM
- Managing Human Resources
- Organisational Analysis, Design and Development
- Project
- Research Methods and Project Preparation
- Skills of the Manager/Consultant

## Option modules

**A choice of one of the following:**

- Learning and Development
- People Resourcing
- Reward Management

## Internship Programme

You can take the internship programme in addition to option modules. The 8-12 weeks accredited internship in a London-based organisation will help you gain invaluable work experience. You will be able to take your internship during the summer period or alongside your studies. You will be responsible for finding your own internship with the support of the Business Work Experience Team.

## Associated careers

Those completing the course can expect to find employment within HRM, either in the UK or abroad, or to continue their studies in HR-related fields. Providing a higher degree qualification in a well-established management area, the course enhances your career prospects and marketability in the professional practice of international HRM. Past students have gone on to become consultants (internal and external), HR managers, compensation and benefits managers, change management specialists, HR business partners/operations managers, civil servants, and mediators.

Companies that have employed our students include Capgemini, PricewaterhouseCoopers, Transport for London, and Visa.