



Master of Science

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

The International Human Resource Management MSc is made up of eight 15 credit units; this includes seven compulsory and 1 elective unit. Students will also complete a 60 credit Dissertation.

Core units:

Leading,
Managing and
Developing
People

Developing
Skills for Business
Leadership

Employee
Engagement

Research
Methods in
Human Resource
Management

Human Resources
in Context

International
Human Resource
Management

Global
Resourcing
and Talent
Management

Elective units could include:

Performance

Reward
Management

Core Units

Leading, Managing and Developing People

This unit provides a critical evaluation of the research and debate surrounding HR management and HR development. The theoretical foundations of leading, managing and developing people are examined, with a particular focus on: the nature, scope and impact of HR management; the theory and practice of leading and managing people at work and the field of learning and development.

Human Resources in Context

This unit focuses on major internal and external contextual issues that shape decision making in business and in HR management.

Developing Skills for Business Leadership

This unit equips students with the management, leadership and HR professional skills needed to support their continuing professional development.

International Human Resource Management

This unit examines the key features of international HR management and employment systems by reviewing the way Human Resources are managed across countries and within Multinational Corporations (MNCs). An examination of the context that shapes national systems and organisational HR practices in different locations and the influence of cultural dimensions are central themes. The differences between HR management and international HR management is positioned as a backdrop to understanding the challenges which MNCs face, as well as the pressures imposed by globalisation on local employment systems.

Employee Engagement

This unit explores the concept of employee engagement, its meaning and its value to organisations and organisational success.

The dimensions of employee engagement are explored and the practical implementation and measurement of it in an organisational setting is reviewed. Research based and philosophical connections between employee engagement and other related beliefs, values, leadership models and management practice are evaluated, as are techniques to promote and embed into organisational culture and practice.

Global Resourcing and Talent Management

This unit explores the global, national and organisational context affecting resourcing and talent management strategy. Differing practices and approaches are evaluated and the challenges of recruiting and retaining skill, attitude and experience to support organisational objectives are assessed. Employment markets are reviewed from an international and national perspective and the most appropriate ways of attracting, mobilising and retaining talent now and in the future is critiqued. Diversity management, employer branding, work-life balance initiatives and innovative approaches to job design are central themes, as is the importance of developing practices that are professional, ethical and compliant with the law.

Research Methods in Human Resource Management

This unit enables students to develop the skills required to identify and investigate HR issues in order to stimulate and support improvements to organisations' strategies and practices and to people's working lives.

Electives

Performance

This unit provides comprehensive coverage of the key strategic HR activities of managing performance. Students apply theoretical frameworks to evaluate contemporary practice in this area.

Reward Management

This unit examines total reward from an international and organisational context, focusing on environment, strategy and the systems of reward management. Emphasis on the theoretical and normative understanding of the diverse approaches to reward management, as well as the application of frameworks to evaluate contemporary practice, is made. Reflection of strengths, limitations, and challenges of approaches in students' own and other organisations is encouraged. A critical reflection of the differing approaches of managing reward to support strategic organisational goals is made and compared against an ethical and professional standpoint. The evaluation of flexible approaches to reward and the challenges of international and executive pay are integrated as key themes.

Dissertation

The final 60 credits of the MSc is made up of a dissertation.

In this unit, students are expected to identify, structure, frame and investigate a complex managerial or business issue and produce a substantial written document of their achievements and conclusions.

Students may fulfil the requirements of the unit by undertaking one of four types of dissertation:

▪ Consultancy based:

Entailing the answering of distinct research questions, which are triggered by an issue of strategic or operational importance to a specific client organisation. Students will mainly be conducting fieldwork (collecting primary data) in the client organisation, with the objective of offering an appropriate short to medium term solution to the business, and also drawing out the implications for the wider managerial professional practice.

▪ Empirically based:

Entailing answering of distinct research questions, which are triggered by an issue of strategic or operational importance. Students will mainly be conducting fieldwork (collecting primary data), with the objective of drawing out the implications for the wider managerial professional practice.

▪ Library based:

Entailing the answering of distinct research questions, which are triggered by an issue of strategic or operational importance. Students will mainly be gathering secondary data and doing a meta-analysis of published interpretations of existing data sets, with the objective of drawing out the implications for the wider managerial professional practice.

▪ Action Learning:

Entailing the reflective examination and interpretation of a problem-solving 'action intervention' made by the author in his/her organisation through the lens of relevant literature. The objective will be to demonstrate insights and enhanced managerial competence, as well as draw out the implications for the wider managerial professional practice.

Find out more

<https://globalonline.mmu.ac.uk/ihrm>