

# N2PA09: Human Resource Management



Postgraduate Taught MSc 2020

## Essentials

<b>UCAS code</b>	
<b>Degree</b>	MSc
<b>Mode of study</b>	Full Time
<b>Location</b>	Durham City ( <a href="http://www.durham.ac.uk/study/location/durham.city">www.durham.ac.uk/study/location/durham.city</a> )
<b>More information</b>	Still have questions? ( <a href="http://www.durham.ac.uk/study/askus/">www.durham.ac.uk/study/askus/</a> )
<b>Department(s) Website</b>	<a href="http://www.durham.ac.uk/business">www.durham.ac.uk/business</a>

## Course Summary

### Description

Our one year, full-time MSc in Management programmes are designed to provide you with the tools, techniques and knowledge to succeed in business.

Effective management of human resources is vital to business success. The MSc Management (HRM) will develop your knowledge of human resource management and can help you prepare for a career in human resources.

Our MSc Management (HRM) is accredited by the Chartered Institute of Personnel Development (CIPD). The CIPD is the largest professional body of HR and Learning and Development professionals with some 140,000 members across the globe. As a student on the MSc Management programme you have the option to join the CIPD (additional fee applies). Upon successful completion of your MSc (in line with the requirements of the CIPD) you will be eligible for the award of the CIPD's Advanced Diploma in Human Resource Management; your CIPD membership will be automatically updated to Associate Member, confirming your credentials as prospective HR professional.

The programme consists of a set of core and elective modules, culminating in a practice-based business project or a research-based dissertation.

### Core and elective modules

You will study:

- Business Economics and Accounting
- Employee Relations
- Human Resource Management
- Organisational Behaviour
- Strategy
- Work and Society.

You will then choose two elective modules to complement your core modules. The list of modules may vary from year to year, but has typically included: Human Resource Development, Consulting, Employee Reward Strategy and Competitive Strategies and Organisational Fitness.

### Dissertation

In the third term, you will carry out an original research project. This may be an independent piece of work or, alternatively, you may decide to develop a more applied project with an appropriate organisation. Supervised by a faculty member with relevant experience, you'll investigate in greater detail a subject that you've already studied as part of your programme. This is an opportunity for you to develop your business insight and present your analysis and ideas in a scholarly and professional manner.

### Adding to your experience

## **International Experience**

Our strong international optional activities are an integral part of the programme and aim at providing you with the experiential learning needed to acquire an inside perspective of operating globally.

## **International Study Tours**

During the International Study Tours, groups of students visit at least one European destination (e.g. Geneva, Mannheim, Dublin) for around a week; some (e.g. Geneva) are offered as electives, others as part of wider experience. These partially self-funded competitive activities provide you with an opportunity to visit a series of prestigious global businesses and to analyse them using a structured learning approach. As such the International Study tours are designed to expose you to the challenges of global business, help you make new contacts, and equip you with the international awareness needed to stand out in a competitive job market. All of this while having fun!

Covid-19: As the health and well-being of our students is our main priority opportunities to travel to international locations may not be able to happen. If further or continued government restrictions necessitate, we will deliver these important global learning experiences virtually.

## **Summer Schools**

During the summer you will be able to participate in a summer school at one of our global network of university and business partners, e.g. Copenhagen Business School in Denmark, Kedge in France, and CUFU in China. These partially self-funded competitive activities, normally one week-long intensive courses, cover a wide range of topics and aim to complement the knowledge you receive during your time in Durham whilst contextualising it in an international setting.

## **Dissertation Abroad**

During the dissertation abroad (for which in some cases there is Erasmus funding available) you will be able to undertake part or all of your dissertation/business project in one of our partner institutions.

## **Practitioner Insights**

An integral part of the programme is the engagement with the world of practice. Across most modules you will hear directly from guest speakers who practice what we teach. In addition to your lectures, you will hear from consultants on the consulting modules, marketers and social media analysts on the marketing modules, leadership experts on the human resource management module, operations / supply chain managers on the supply chain management modules and entrepreneurs on the entrepreneurship modules. Examples of organisations who have contributed to the programme in the past include: IBM, Caterpillar, PWC, P&G, Atom Bank, Ford Engineering Group and Th\_nk.

## **Dragons' Den and Blueprint**

You can become your own boss on our programme. The School's heritage as a centre of expertise in entrepreneurship is reflected in two competitions seeking ideas for new businesses. Students on the Masters programme compete to win the School's Dragon's Den-style competition to pitch for investment, as well as the University's Blueprint competition.



## Admissions Process

### Subject requirements, level and grade

#### Application deadlines

Please note: The application process will open 1st October for entry the following academic year. Our application deadline dates for this programme are:

- Applications from individuals resident in Mainland China must be received by 31 December 2020.

There is a high demand for places on these programmes. To maximise your chances of being offered one of these places, we recommend that you submit your application to the University as early as possible.

Should you miss the deadlines specified above, then it may be possible for the University to add your application to a waiting list, which may be consulted in the event that following review and processing of all applications received prior to the deadlines, vacant places remain available on the programme.

The University is under no obligation to make any offer of a place on the programme to any applicant, nor is the University obligated to fill all spaces available on the programme.

Consideration of any application received by the University after expiry of the deadlines specified herein, shall be made at the sole discretion of the University.

Masters in Management programmes are intended for graduates in any subject or discipline; no previous study in business or management is necessary. For example, in the past we have had graduates from a diverse range of degrees such as Music, Anthropology, Medicine and Geography. Business and Management undergraduate students may find some content overlaps with their first degree.

This programme is intended for graduates in any subject or discipline; no previous study in management is necessary. Please note however, management undergraduate students, or students who have completed a professional management qualification may find some content on this programme overlaps with their prior learning.

#### What do I need first?

The equivalent of a UK first or upper second class honours degree. Check the full list of equivalent qualifications ([www.dur.ac.uk/international/country.information/](http://www.dur.ac.uk/international/country.information/)).

If you are an international student who does not meet the requirements for direct entry to this degree, you may be eligible to take a pre-Masters pathway programme at the Durham University International Study Centre ([www.durhamisc.com/?ch=uniweb&cc=signposting&cid=uniweb&utm\\_source=signposting&utm\\_medium=signposting&utm\\_campaign=uniweb](http://www.durhamisc.com/?ch=uniweb&cc=signposting&cid=uniweb&utm_source=signposting&utm_medium=signposting&utm_campaign=uniweb)) .

**NB Chinese Applicants:** Applications will be accepted from students who have graduated from a prestigious university in China. Entry requirements may vary depending upon the reputation of the university you have graduated from and the academic programme you have applied for. As a guide, applicants are expected to have

achieved an overall average of 85%.

### **How do I apply?**

You will need to complete an online application form.

Please note you can only apply for **one** Masters Management programme.

>>Fill out the online application form ([studyatdurham.microsoftcrmportals.com/](http://studyatdurham.microsoftcrmportals.com/))

To support your online application form, you will need to provide the following documents.

- Two academic references using our standard form (Download the form - Word format ([www.dur.ac.uk/resources/business/programmes/academic-reference-form.doc](http://www.dur.ac.uk/resources/business/programmes/academic-reference-form.doc)))
- Official transcript of marks
- Copy of degree certificate (if available)
- Copy of English test results (if available).

You can either upload your supporting documents with your online application or email or fax them to the Postgraduate Admissions Office using the contact details below.

### **Note**

Only files of type .doc, .docx, .gif, .jpg, .pdf, .png, .rtf are permitted to be uploaded.  
The maximum file size is 5MB.

### **Application fee**

Once we receive your online application form, you'll get an automatic email within 48 hours asking you to pay the £60 application fee\* which is required to progress your application.

You'll need to follow the link in the email to the webpage where you can confirm your details and make the payment using a debit or credit card. This is a secure website operated by Secpay, which will send you an automatic receipt of payment.

Once we receive confirmation that your application fee has been paid, we'll be able to progress your application.  
**If you do not pay the application fee your application will be automatically withdrawn.**

\*Please note you will only be able to make a payment for one programme in each suite i.e. one MSc Finance programme, one MSc Management programme, one MSc Marketing programme, one Islamic Finance programme.

### **College membership**

If you're applying for a full-time programme you'll need to become a member of one of our Colleges as well as being accepted by a department. Here's more information about how the college system works ([www.dur.ac.uk/colleges/](http://www.dur.ac.uk/colleges/)). Once you accept your programme offer, the College Postgraduate Office will get in touch with you to arrange accommodation. Please note that demand for college accommodation usually exceeds availability, so please try to arrange it as soon as possible.

### **Admissions process**

Here are the steps in the admissions process:

1. We will let you know when we've received your application.
2. Once we've received all of your supporting documents, we will email you to let you know our decision.
3. If the decision is to make you an offer of a place on the programme we will let you know by email. Please note we do not issue hard copy offer letters as these are not required to obtain a student visa.
4. You should confirm acceptance of your offer as soon as possible. In order to secure your place, you are required to pay a deposit **within six weeks** of the date of your original offer (check your offer documents for details of payment methods).
5. International students requiring a student visa will receive a CAS (Certificate of Acceptance of Studies) via email once all offer conditions are met, acceptance and deposit have been received and you are within five months of the start date of your programme.

**Please Note:** You must let us know your own personal email address when applying. Please do not use a university-linked email which may stop working once you complete your bachelor degree.

### **English Language requirements**

Please check requirements for your subject and level of study ([www.durham.ac.uk/learningandteaching.handbook/1/3/3/](http://www.durham.ac.uk/learningandteaching.handbook/1/3/3/))

### **How to apply**

[www.durham.ac.uk/postgraduate/apply](http://www.durham.ac.uk/postgraduate/apply)

## Fees and Funding

### Full Time Fees

<b>EU Student</b>	£13,800.00 per year
<b>Home Student</b>	£13,800.00 per year
<b>Island Student</b>	£13,800.00 per year
<b>International non-EU Student</b>	£23,500.00 per year

The tuition fees shown are for one complete academic year of full time study, are set according to the academic year of entry, and remain the same throughout the duration of the programme for that cohort (**unless otherwise stated**).

Please also check costs for colleges and accommodation ([www.durham.ac.uk/postgraduate/accommodation/costs/](http://www.durham.ac.uk/postgraduate/accommodation/costs/)).

### Scholarships and funding

[www.durham.ac.uk/postgraduate/finance](http://www.durham.ac.uk/postgraduate/finance)

## **Career Opportunities**

### **Business School**

For information on career options and employability, including the results of the Destination of Leavers survey, student and employer testimonials and details of work experience and study abroad opportunities, please click [here](http://www.durham.ac.uk/dbs/postgraduate/employability) (www.durham.ac.uk/dbs/postgraduate/employability).

## **Open days and visits**

### **Pre-application open day**

[www.durham.ac.uk/postgraduate/visit](http://www.durham.ac.uk/postgraduate/visit)

### **Overseas Visit Schedule**

[www.durham.ac.uk/international/office/meetus](http://www.durham.ac.uk/international/office/meetus)

### **Postgraduate Visits**

PGVI or

[www.durham.ac.uk/postgraduate/visit/](http://www.durham.ac.uk/postgraduate/visit/)

## Department Information

### Business School

#### Overview

Durham University Business School is one of a small elite group of academic institutions worldwide who are accredited by all three major quality assurance bodies - AACSB, AMBA and EQUIS. This achievement is a testament to the quality of all our programmes, and gives you the extra assurance that they, and the School, have been rigorously tested and proven to be of high quality.

#### Connecting with business

Over the years we've built strong links with many leading global organisations. Companies such as KPMG, Deloitte and RBS give our students access to 'live' issues and practical challenges. At the same time, business partners gain a fresh perspective from us and benefit from our research and insights.

#### Bringing great minds together across the globe

We are a truly international business school with over 100 nationalities in our student and faculty bodies. Diverse perspectives and experiences feed into our learning, providing a unique insight into cultural nuances around the world. What's more, through our partnerships with other international universities, we're able to tap into a huge pool of global knowledge.

#### Thinking further

Creativity and critical thinking are two of the most valuable -and often overlooked - business skills. That's why we focus our teaching on developing agile, independent minds. Equipped with these vital skills, our graduates can tackle whatever business brings, however unpredictable. Employers tell us this is what sets Durham graduates apart.

#### Looking to the future

We may be inspired by our past, but we are firmly focused on the future. We're currently investing in new world-class facilities to match our reputation including the expansion of the Mill Hill Lane site and the development of improved teaching, office and events spaces.

#### Website

[www.durham.ac.uk/business](http://www.durham.ac.uk/business)

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