MSc Human Resource Management

Laetitia Mulder
“Corporate strategy is usually only useful if you get people engaged with helping you to make it work.”

- Max McKeown, The Strategy Book
Goals MSc HRM

After this master, you are able to:

• Define, analyze, and evaluate complex problems related to the management of work and employment of people in organizations

• Explore how HRM policies and practices can be developed and applied to ensure the availability, employability, commitment and vitality of employees needed to accomplish organizational goals
15 Google Interview Questions That Made Geniuses Feel Dumb

How many golf balls can fit in a school bus?
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• Evidence-based
Macro
External environment
Organization goals

Balance

Micro
Match people to jobs

Quantity
Labour demand
Quality

Quantity
Labour supply
Quality

laws
pay/rewards
leaders
teams
Courses

- Strategic HRM
- Personnel Instruments
- Work Design and Team Processes
- Leadership
- Personnel Economics
- International Labour Law
- Nederlands arbeidsrecht
- 2 Electives
- Research and Professional Skills
- Thesis research

at least 3
Electives:
Many! About 4-6 are offered per block

Some examples:
• Business Ethics
• IT governance
• Business Research and Consulting
• Healthcare Operations
• Conflict Management & Industrial Relations
• Behavioral Perspectives on Corporate Governance
• Innovation and Entrepreneurship
• Strategic Supply Chain Management
So, possibility to:

• Focus on HR specific issues *(deepening)*

or

• Expand with general business topics *(broadening)*
Thesis

- Research: field study or experiment.
- Possibly in organization, but no “internship”

Themes:
leadership, team processes, diversity, ethics and morality, creativity and innovation, decision making.
Thesis examples

• Is creativity higher in a messy environment? The role of mind-wandering
• Health promotion: a road to stigmatization and exclusion?
• How conflict in teams shapes informal hierarchy
• The impact of gossip on task effort
• Does power really corrupt?
• Personality traits and readiness for change
• Bus driver absenteeism: the influence of absence culture, leadership and work strain
• Safety first? Influence of workload and leader-member exchange
Optional: internship

- Option to extend master with ½ year with a practical internship
- Semester 2: part-time internship of about 6 months
- Semester 3: thesis

Disclaimer:
This year: pilot. End of this study year more certainty about continuation. If interested, keep an eye on: http://www.rug.nl/feb/career-services/experience/internships/different-types-of-internships/master-internship
Is this a practical program?

Yes and no:
- Yes: learn to think critically and at academic level, apply theories/research findings to practice of HR (more on “how things should be done than on how things are done”, evidence-based)
- No: you will not learn about some start-level HR practices (administration, pay-role, etc.) → things commonly encountered in first job.
Career Prospects

HRM-relevant positions:
• HR officer on recruitment and selection or training and development
• HR manager or advisor
• Consultant (on HR issues) or management consultant.
• HR analyst

Non-HRM specific: e.g. account manager, manager (trainee), trainer/coach
Career Prospects

2014-2015 cohort:
Junior advisor personnel & salaries, consultant (2x), junior account manager, recruiter (2x), management assistant (2x), teacher, PhD candidate, founder of company (2x), trainee (3x), recruitment administrator, office manager, business process management specialist.
Career Prospects: some data
(Alumni survey 2014-2015, resp 22 alumni):

Average: found a job 2 months after graduation.

**Moment of hiring**

- Until 2 months before graduation
- At time of graduation
- Until 6 months after graduation
- After 6 months after graduation
Employment status of 2014-2015 cohort

- Employed on contract
- Self-employed
- Searching
- Studying

Average gross ("bruto") wage: €2329
Type of contract of 2014-2015 cohort

- Permanent
- Temporary with permanent prospect
- Temporary without permanent prospect
Level of employment of 2014-2015 cohort

- University Master
- University Bachelor
- HBO
- MBO
Admission to this master


- Premaster
MSc. Human Resource Management

HI!
My name is Sanne Dellemijn and this is my HRM story.

September 2011
Arrived in Groningen to study
Bachelor Psychology at the RUG

September 2014
Master Clinical Psychology

February 2016
Master Human Resource Management
MSc. Human Resource Management

Why Human Resource Management in Groningen?

• Diversity of subjects
  - International Labour Law / Dutch Labour Law
  - Leadership / Professional Skills
  - Research Skills
  - Thesis and research support
• Individual but also group assignments
• A lot of electives
Master Community HRM

Students

Student Network
Study Support
Eyes on the Future
Master Community HRM

**Student Network**
Social Events:
- Master Community Social
- Master Beginning of the Year Party
- Pub Quiz

**Study Support**
Support:
- Introduction Day
- Sharing of Study Materials

**Eyes on the Future**
Business Events:
- MSc HRM Career Day
- Workshops
- Guest lectures

Active Facebook Group:
MC HRM

Active (Alumni) LinkedIn Group:
EBF MC HRM
Master Community HRM Groningen
Socials

In-house workshop at IKEA
MSc. Human Resource Management

Excited yet? Want to know more?

You can find us at the Master HRM Stand for Q&A

See you there!