



# MSc Human Resource Management

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*"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?

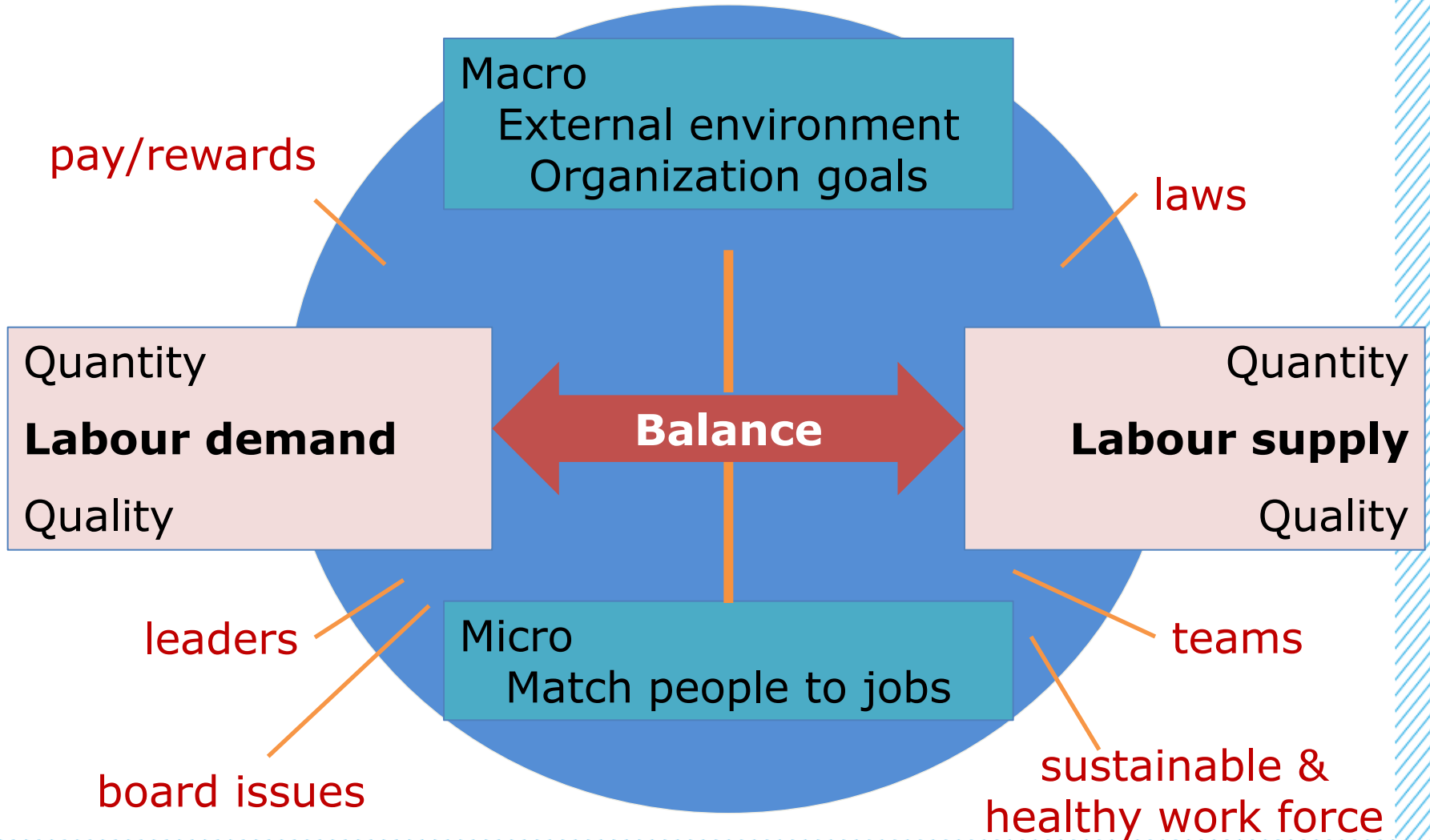




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- **Evidence-based**





## 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
- **Stress, health and sustainable working life**
- **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

- Extend master with ½ year with a practical internship in an organization
- Semester 2: (part-time) internship of 4-6 months
- Semester 3: thesis

See also flyer Master Internship.



## Is this a practical program?

### Yes:

- think and act at academic level, apply theories/research findings to practice of HR
- on course level, links to practice are made
- students are linked to alumni-mentors
- development of personal skills in “Professional Skills”

### No:

- No focus on start-level HR practices (administration, pay-role, etc.) → things commonly encountered in entry-level job.

### But:

- Practical especially in the longer run / senior step in career
- MScHRM helps to attain this senior level



# Career Prospects

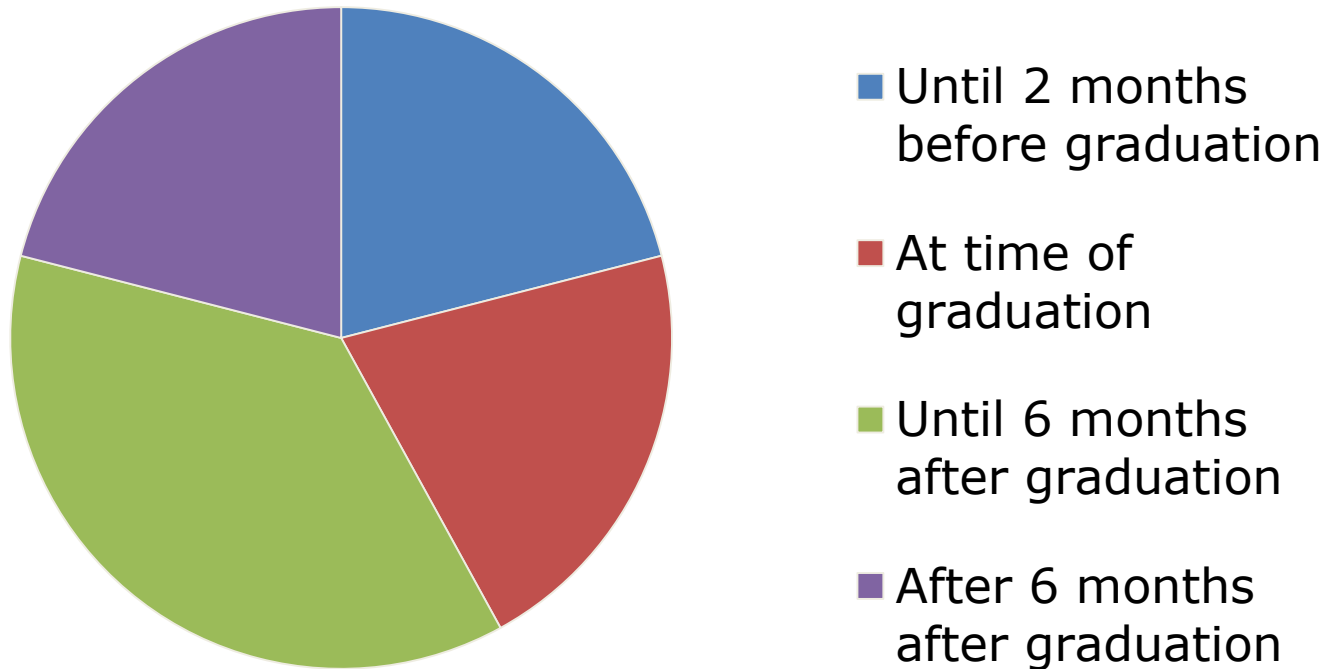
## Alumni examples

- > **Talent Acquisition Consultant** at Hewlett Packard Enterprise
- > **Project Manager HRM** at Holland Trading Group
- > **Learning & Talent Advisor** at Booking.com
- > **HR Manager** at Friesland Campina
- > **HR Analyst** at Transcom
- > **IT recruitment consultant** at Alliance for Recruitment
- > **HR account advisor** at Randstad Groep Nederland
- > **Manager Talent Management & Digitization HR** at Otto Group
- > **Senior Career Consultant** at TIAS School for Business & Society
- > **High school teacher** in economics at Farel College
- > **HPO Implementation Manager** at KLM (Royal Dutch Airlines)



## Career Prospects: some data (Alumni survey 2014-2015, resp 22 alumni):

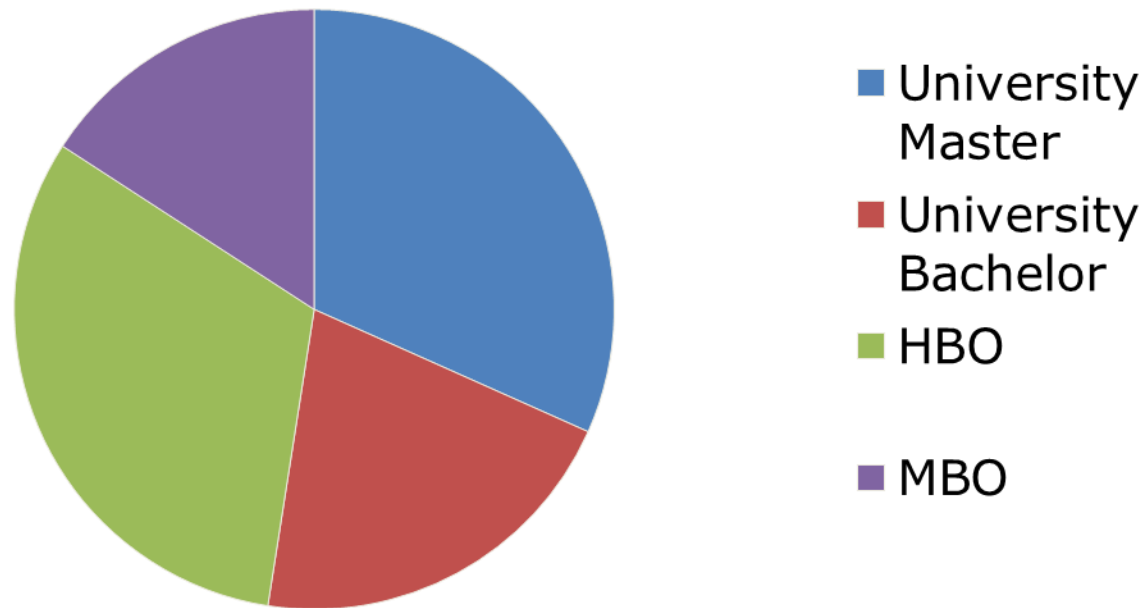
### Moment of hiring



Average: found a job 2 months after graduation.



## Level of employment of 2014-2015 cohort



Average gross ("bruto") wage: €2329





## Admission to this master

- RUG Bachelor's: Bedrijfseconomie, Bedrijfskunde, Economics and Business Economics, International Business, Technology Management, I&O psych/A&O Psych.
- Premaster



Hey all!

My name is Dewi de Lange and I am the  
chairman of the Master Community of HRM

**September 2012**

Arrived in Groningen to study  
Human Resource Management at the  
Hanzehogeschool

**September 2016**

Pre-master Human Resource Management

**September 2017**

Master Human Resource Management



# Why Human Resource Management in Groningen?

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

**Most important: self development**





university of  
 groningen

faculty of economics  
 and business



# Master Community HRM

A 3D rendering of two white, stylized human figures walking towards each other. The figure on the left is holding a large blue cable, and the figure on the right is holding a large red cable. The cables are thick and have a textured surface. The background is white with a light blue diagonal line pattern on the right side.

Students

Student Network  
 Study Support  
 Eyes on the Future



## Student Network:

### Social Events

- Master Community Social
- Master Beginning of the Year Party
- Pub Quiz

### Active Facebook Group:

**MC HRM**  
**MC Human Resource**  
**Management 2017-2018**



facebook

## Study support:

- Introduction Day
- Sharing of Study Materials



## Eyes on the future:

### Business Events

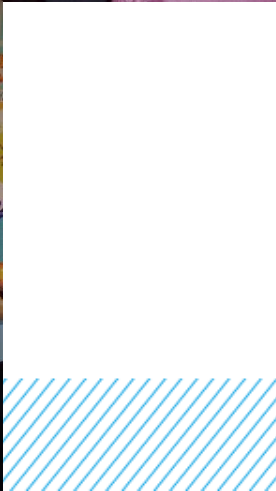
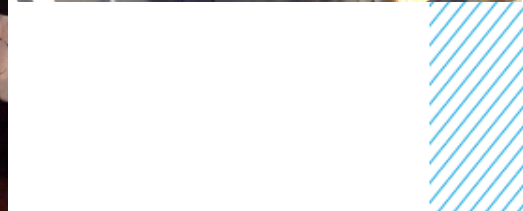
- MSc HRM Career Day
- Workshops
- Guest lectures

### Active (Alumni) LinkedIn Group:

**EBF MC HRM**  
**Master Community HRM**  
**Groningen**



LinkedIn





# 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!*

