MSc Human Resource Management

Laetitia Mulder
Dewi de Lange
“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
Quantity
Labour demand
Quality

Macro
External environment
Organization goals

Quantity
Labour supply
Quality

Balance

Micro
Match people to jobs

pay/rewards
laws
leaders
teams
board issues
sustainable & healthy work force
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):

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
Level of employment of 2014-2015 cohort

Average gross ("bruto") wage: €2329
Admission to this master


- 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
Master Community HRM

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

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
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!