MSc in Human Resource Management
Distance learning degree qualification
Over 22,000 students are progressing their careers by studying at postgraduate level with us, the UK’s largest university. We offer a wide selection of taught masters degrees to help you become a leader in your field.

Transform your career with a globally respected UK university degree

Over 40 years we have helped ordinary people achieve extraordinary things; so if you want to improve your career prospects with a UK university postgraduate degree, then we’ll support you every step of the way. You will find a range of support services designed with you in mind. Whatever your ambitions, make this the year you start to achieve them.

FACT
Over the last 25 years we have awarded more than 90,000 postgraduate qualifications, including over 43,000 masters degrees

We make learning flexible
Learn at your pace – choose when to study the modules that make up your qualification. You can also select the modules which most interest you as you progress through your studies (subject to the qualification being studied).

We make learning affordable
Studying at The Open University (OU) allows you to learn while you work. Our fees are competitive and affordable with the option to “pay-as-you-go” in monthly instalments.

Unrivalled support
The OU excels in its unrivalled support for students. In addition to online and email support from your tutor and tutor group, you can enrich your learning with and access related articles and videos on our website OpenLearn. A huge range of OU resources on YouTube and iTunes U can help you expand your understanding, and you can tap into a range of enthusiastic and welcoming OU social network groups on Facebook, Twitter and LinkedIn.

FACT
The Open University Business School is one of a select group of business schools worldwide with triple accreditation from AACSB, AMBA and EQUIS. These accreditations reinforce our reputation as a global top-tier management institution.
Why choose The Open University

The inspiring thing about studying with The Open University (OU) is not just what you learn but how you learn. We’ve taken flexible learning to a whole new level.

Flexibility
The OU’s range of learning techniques provide flexible learning like no other university, so you can combine your work and study commitments in a way that suits you. Flexibility comes in a number of ways; from where you study (either at home on the computer or on the move on your tablet or smart phone) to the time to complete and your choice of subjects.

Support
Although you work in your own environment, you’ll never be on your own. You’ll have the opportunity to meet your fellow students in online forums, and through OUSA (our student association). You’ll have online and email support from a dedicated tutor throughout your studies. Many of our students who’ve studied elsewhere have said that they’ve been better supported at the OU than at their campus-based universities.

Career transformation
Many of our qualifications and modules are designed by leading public and private sector industry experts and in conjunction with sector skills councils, professional bodies and employers. They draw on genuine workplace practices and real-world sector insight, and are results driven, so that new skills and knowledge can be immediately applied.

Our professional skills qualifications and modules address a variety of sector-specific and functional roles from entry-level staff to senior managers.
For more than 30 years people around the world have been realising their potential through our innovative, practice-based courses. Their quality is underpinned by the latest leading-edge research and enriched by a global network of partnerships.

Our internationally-recognised teaching and learning methods take education right to the heart of leadership and management practice. Tutors are experienced business professionals, and because our distance learning approach allows managers to continue at work while studying, you can apply new knowledge and skills right from the start.

Alumni and career networks
The OU MSc in Human Resource Management is your passport to a large, extremely active, business network. Automatically, MSc in Human Resource Management students become members of our worldwide alumni community.

An Alumni and Careers Network facilitates valuable connections between our Business School and its community of practising leaders and managers, throughout their careers. This network is open to everyone who holds a professional and postgraduate business and management qualification from the OU Business School. You will belong to this powerful, global, growing community, with over 90,000 members.

Our aim is to provide a service that you can continue to draw on throughout your career; whether you are looking to progress within your organisation, change careers, start out on your own, or return to study. For more information, visit www.open.ac.uk/business-school/alumni.

About our business school
The Open University Business School is triple accredited (AACSB, AMBA and EQUIS).
Qualification details

The MSc in Human Resource Management offers an in-depth understanding of human resource (HR) management combined with a broader understanding of the organisational and management context within which HR management specialists must operate. It combines an emphasis on the development of HR management strategies with opportunities to develop specialist skills essential for practitioners. It is suitable for those who are at the start of their career as an HR professional or who aspire to enter the HR profession and it is also relevant to the experienced HR professional with a degree who wants to gain a postgraduate qualification.

Throughout the MSc you will be encouraged to explore the strategic choices available to organisations in relation to human resource management and development. You will also consider international examples of human resource management and some aspects of comparative HR practice which will help to prepare you to work in the global economy. There will be a strong emphasis on practice-based learning so that you will be asked to evaluate research and theory and consider its relevance to practice. Training is also provided in academic and research skills, as preparation for further study and research in the field of HR management.

This qualification is offered online and so offers you the flexibility to study in your own time and to fit your study around your family and work commitments. You will take part in online discussions and work collaboratively with students from a wide range of organisational backgrounds including those working in other countries. You will need to be able to draw on experience of working in or with organisations but this experience can be drawn from a wide range of situations such as employment in public and private sector organisations and in self-employed or voluntary roles.

Through studying the MSc in Human Resource Management you will be able to:

• understand the role of the HR professional, the nature of professionalism and approaches to addressing ethical dilemmas.
• address business and change management issues and work at a strategic level in the organisation.
• develop specific organisational strategies in relation to HR issues such as employee relations, employee engagement, learning and development, employee resourcing and talent management.
• conduct research into business and management issues from a human resource management perspective.
• assess the relevance of theory for practice and apply it where appropriate to improve practice.
• develop skills essential for HR work such as: leading and working in teams, making decisions, managing financial information, communicating effectively and helping others to learn.

Career relevance and employability

This qualification is recognised by the Chartered Institute of Personnel and Development (CIPD), and successful completion can be used as a route to professional membership of this institute.

Successful completion of 120 credits can also lead to the award of a Diploma in Human Resource Management with 120 credits and this too can lead to professional membership of CIPD.

More generally, by studying a postgraduate business qualification you can expect your salary to increase and for it to have a positive impact on your career progression, as well as bringing improvements to your organisation.

Hear Peter Cheese, Chief Executive of CIPD, discuss the benefits of the OU’s MSc in Human Resource Management at www.open.ac.uk/MScHRM.

Course Structure

The MSc can be achieved in three years based on approximately 12 hours of study per week. You can complete the MSc in a shorter time by studying more than one module at a time, but you should allow 12-13 hours of study a week for each 30-credit module you study.

From November 2014 you will have the option to complete your MSc in two years, but you will only have a full selection of optional modules if you take your first module in November rather than May.

You must complete this qualification within seven years.

For this 180-credit masters degree you require:

60 credits from the following compulsory modules:

<table>
<thead>
<tr>
<th>Postgraduate compulsory modules</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>The human resource professional (B863) - NEW</td>
<td>30</td>
</tr>
<tr>
<td>Human resource management in context (B864)</td>
<td>30</td>
</tr>
</tbody>
</table>

And 60 credits from the following optional modules:

<table>
<thead>
<tr>
<th>Postgraduate optional modules</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managing research in the workplace (B865) – planned for November 2015</td>
<td>30</td>
</tr>
<tr>
<td>Employment relations and employee engagement (B866) – planned for November 2015</td>
<td>30</td>
</tr>
<tr>
<td>Workplace learning: coaching and mentoring (B867) – planned for May 2016</td>
<td>30</td>
</tr>
</tbody>
</table>

And 60 credits from the following compulsory module:

<table>
<thead>
<tr>
<th>Postgraduate compulsory module</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dissertation (B804) – planned for November 2016</td>
<td>60</td>
</tr>
<tr>
<td>Employment relations and employee engagement (B866) – planned for November 2015</td>
<td>30</td>
</tr>
<tr>
<td>Workplace learning: coaching and mentoring (B867) – planned for May 2016</td>
<td>30</td>
</tr>
</tbody>
</table>

Students can achieve a Postgraduate Diploma in Human Resource Management with 120 credits drawn from two 30 credit compulsory modules and two 30 credit optional modules. Note that students wishing to use this Postgraduate Diploma to achieve CIPD membership will need to study Managing Research in the Workplace.

Learning outcomes

The qualification provides opportunities for you to develop and demonstrate knowledge and understanding, qualities, skills and other attributes in the following areas:

Knowledge and understanding

• the role of the HR professional, the nature of professionalism and approaches to addressing ethical dilemmas
• organisational theory and behaviour, including the future of organisations and the management of change, and their relevance for the choices made about human resource management strategy
• the impact of the external context on the choices made about human resource management strategy; this includes globalisation and international forces, social and technological change and government policies and regulation
• the leadership management and development of people within the organisation
• employee relations and employee engagement strategies, learning and development strategies and interventions and employee resourcing and talent management.

Cognitive skills

• access and evaluate relevant published research and information across a range of areas relevant to the management and development of people in organisations
• assess the relevance of theory for practice and apply it where appropriate to improve practice
• develop and justify original arguments and reference the work of others.

Practical and/or professional skills

• lead and influence others effectively
• learn through reflection on practice and experience
• recognise ethical issues and use professional and ethical values to address these
• conduct research into business and management issues from a human resource management perspective, using digital information technologies as articulated in the Digital Information Literacy Levels Framework.
• demonstrate people management skills essential for HR work such as: interviewing skills; making presentations; project management; helping people to learn and managing performance
• interpret financial information and manage financial resources
• manage and communicate information using IT applications and software packages, in accordance with the requirements of the Digital Information Literacy Levels Framework.

Key skills
• communicate effectively, orally and in writing, using a range of media and including writing assignments and business reports
• demonstrate self-awareness and the ability to reflect on experience and to plan and carry out continuous personal development
• manage interpersonal relationships, demonstrate sensitivity to diversity and perform effectively in a team environment
• use information technology effectively in communicating and working collaboratively with others, and in accessing and managing information in accordance with the requirements of the Digital Information Literacy Levels Framework.

Teaching, learning and assessment methods
The overall teaching across the qualification will offer an integrated learning experience. This will include study of materials supplied by the OU, online tuition provided by the tutor, activities including reflective practice, practical exercises, literature review and critiquing and collaborations with other students and finally continuous and end-of-module assessment.

The study materials will include a range of specially-written materials, case studies, original texts, study guides and assignments and multi-media material.

You will be expected to engage in a range of activities including reading texts, using numbers and statistics, researching and using relevant literature on contemporary issues and applying theories to practical situations.

"So many people have started these programmes and within just a few months they are almost different people. They have different perspectives, they think differently - and of course several times these studies have brought them fantastic career opportunities within Cummins."

DEREK HARNBY, CUMMINS LTD
FAQs

Why choose The Open University?
No-one understands how to help students succeed and make knowledge stick better than us – we’re the experts in part time study. To do what we do successfully, year after year, requires exceptional technology, methods and staff. The way we work, works – not least because it’s flexible enough to work around you and your life.

Consider this: our learning materials are so good, over two thirds of the 100 largest universities in the UK use them too.

Everything we do is grounded in the research we’re internationally famous for – OU research changes the world. It’s this reputation as one of the world’s finest research universities that makes our qualifications so highly respected and our learning materials so sought after.

Can I study in any country?
This MSc in Human Resource Management is approved for study in most countries. Please use the Courses menu at www.openuniversity.edu to see if it is available in your country.

Is an OU qualification recognised in my country?
An OU degree is equal in academic standard to a degree from any other British university. The University is subject to the same quality assurance procedures, through the Quality Assurance Agency (QAA), as all other British universities, and uses external assessors and examiners to ensure comparability of standard and level in its courses.

To find out more about how the OU’s qualifications are recognised outside the UK, please go to www.openuniversity.edu/brochures/recognition.pdf.

What support will I receive?
The OU excels in its unrivalled support for students. You’ll have email and online support from a tutor and you will be able to discuss your study in online tutor group discussions, using our customised learning environment. Our community website provides advice and guidance on study plans and courses. For further details please go to www.openuniversity.edu/MSc-HRM.

Are there any entry requirements?
All entrants to this MSc in Human Resources Management must hold a bachelor’s degree awarded by a recognised UK university, or overseas equivalent.

You will also need a good level of spoken and written English, sufficient to be able to work effectively at postgraduate level; generally this means capability equivalent to an International English Language Test System (IELTS) score of 6.5.

How much will it cost?

For the academic year 2014/15, the tuition fee for students based in the United Kingdom and Republic of Ireland is £9,000, and for students based outside of the United Kingdom and Republic of Ireland the fee is £12,030.

Unlike many business schools, the OU fee includes the cost of books and study materials, access to a bespoke e-learning environment and project supervision.

When can I start?
For maximum flexibility, we have two intakes a year – November and May.

Can I meet and network with other students?

Definitely – when you start with the OU you automatically become a member of the Open University Student Association (OUSA). OUSA also runs a popular student forum site. For more information, go to www.open.ac.uk/ousa/home.

MSc in Human Resource Management students become members of our worldwide alumni community. An Alumni and Careers Network facilitates valuable connections between our Business School and its community of practising leaders and managers, throughout their careers. This network is open to everyone who holds a professional and postgraduate business and management qualification from the OU Business School. You will belong to this powerful, global, growing community, with over 90,000 members.

We offer a variety of services for careers and professional development, including free monthly webinars and a webinar library on career support and progression topics, career mentoring programme and alumni events. For more information click www.open.ac.uk/business-school/alumni.

How is my privacy protected?

We record your personal information when you contact us and use this to manage registration, study, examination and other services. When you register, we’ll tell you more about how we process and use your personal information.

For more information visit Privacy and cookies on our main website.

When should I apply?
Apply as early as you can – particularly if you wish to claim for credit for previous study. You must register before the enrolment deadline which is typically 2-3 weeks before the course begins. Registration and enrolment dates are shown on www.openuniversity.edu/MSc-HRM.

The OU has been rated as one of the best for overall student satisfaction every year since the National Student Survey first began in 2005.
What do I need to do next?

It takes just TWO simple steps.
Begin the process to secure your place. Here’s how easy it is.

Step One: Register now

Go to www.openuniversity.edu/MSc-HRM. You will then be asked to select your first module to register.
Alternatively call us on +44 300 303 0266.
Don’t worry, you don’t need to pay anything at this stage.
As soon as you have registered you’ll get an email confirmation which contains your login details.

Step Two: Choose your first module, make payment to enrol

Before you start studying you will need to choose and register on your first module and arrange payment; instructions for this will be emailed to you.
Once complete you will officially be an Open University student – welcome!

Any questions about studying with us?

Click www.openuniversity.edu
Call +44 300 303 0266