



MSc Strategic Human Resource Management

POSTGRADUATE

ONLINE

BLENDED



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Arden University has three decades of experience providing higher education, and we’ve helped more than 50,000 students globally gain the qualifications they need to succeed. According to our 2021 graduate survey, we have a 95% student satisfaction rating, and 9 out of 10 Arden students believe studying with us has helped them transform their careers.



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You can visit the Arden University website page for this course [here](#).

COURSE CONTENT OVERVIEW

The MSc Strategic Human Resource Management will equip you with the skills you need to respond effectively to tomorrow's dynamic and global HR world. You'll cover emerging topics in people analytics, globalisation, and technology that are moving the industry forward, providing you with the modern skills to confidently take on your future senior-level role. This course is accredited by the Chartered Institute of Personnel and Development (CIPD), the Chartered Management Institute (CMI), and aligned with the Society for Human Resource Management (SHRM) and the HR Certification Institute (HRCI). We are also a member of the Australian HR Institute (AHRI).

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Course at a glance

- Develop in-depth knowledge of contemporary HR practices, including people analytics and technological advancements.
- Respond effectively to increasingly complex, dynamic, and diverse external business environments.
- Critically evaluate and apply strategic people management 'next' practice in a range of contexts.
- Acquire the real-world skills needed to transition to a more senior level role.
- Arden is the only UK-based university to be recognised by the CMI and three global HR professional bodies.

Key facts

Location: Online, Blended

Start dates: Every 3 months

Part time: 1 year+

Full time: 1 year

Contact us

If you'd like to get in touch to find out more about studying this course, please use the following:

UK enquiries:

Call 0800 268 7737

Email study@arden.ac.uk

International online learning:

Call +44 20 300 56070

Email online@arden.ac.uk

Berlin blended learning:

Call +49 30 23590100

Email studyberlin@arden.ac.uk

Entry requirements

- A UK Honours Degree at a minimum of second class (2.2) or equivalent
- If you have experience or qualifications that aren't a clear pathway to this degree, we are more than happy to discuss your application.
- IELTS 6.5 (no less than 6.0 in any element); or TOEFL iBT 90; or equivalent.
- Alternatively, evidence you have previously studied in English can be accepted.
- We also offer an internal English test for applicants who are unable to provide an English Proficiency letter.

Career Progression

- Human Resources Manager
- Pay and Reward Specialist
- Director of HR
- Chief People Officer
- People Consultant

If you'd like to get your application started, please click [here](#).

Online learning

Studying this course online gives you a lot of flexibility and convenience. You can enrol with us from anywhere in the world and study your degree from the comfort of home, without the requirement to attend classes in a physical location.

You'll study the course through ilearn, our university campus in the cloud. ilearn provides you with an integrated online learning experience, including your virtual classroom, lecture hall, and online library of more than half a million books and journals – yours for free while you study with us.

Studying online doesn't mean studying alone. As well as receiving regular feedback and guidance from your course tutor, you'll be studying with likeminded students and you'll have access to community message boards to discuss your course and the topics being raised within it.

We've even set up community boards embedded into each of the course modules so you can have discussions with your tutor and classmates on the topics you're currently learning.

You can find out more about online learning with Arden University [here](#).

Online learning key benefits

- Study anywhere worldwide
- Plan your own schedule
- Benefit from reduced costs
- Study around work and family life

Discover why so many students choose online learning with Arden [here](#).

Blended learning

Blended learning with Arden University brings you the best of both worlds: a flexible mix of face-to-face teaching combined with independent online learning that you can take part in whenever and wherever works best with your existing commitments.

When you study via blended learning, you'll study two modules at a time over 10-week study blocks. Each week of study will require a minimum of 33.5 hours of participation, which comprises:

- 8 hours of timetabled face-to-face teaching each week based in one of our study centres
- A minimum 25.5 hours of independent online learning

Your face-to-face classes will be scheduled on either two mornings (9.00am to 1.00pm) or two afternoons (1.30pm to 5.30pm) during teaching weeks. Some of our courses are also available with evening classes in select locations. You'll be able to opt for your preferred time when you apply and, we'll do our best to accommodate your preferred schedule subject to student intake numbers for your course.

Study centre locations

- Ealing, London, UK
- Holborn, London, UK
- Tower Hill, London, UK
- Birmingham, UK
- Manchester, UK
- Leeds, UK
- Berlin, Germany

Please note: course availability varies depending on study centre location.

You can find out more about blended learning with Arden University [here](#).



Your course modules have been designed to develop your knowledge and skills in strategic people management and business. You'll cover essential topics in today's quickly evolving HR world, including people analytics, resourcing, well-being, and development, as well as the strategic and ethical utilisation of people to create lasting value for your organisation - helping you graduate from the course with the specialised skills to excel in the future of HR and beyond.

The course has a 'real world' focus, using live case studies and practical scenarios to ensure you graduate with the most up-to-date experience and knowledge. We also work closely with expert industry partners so that your modules are all current and future- focused, covering the latest advancements, opportunities, and challenges in the field. Please see the following pages for a detailed overview of each course module.

Level 7 core modules

Strategic Planning and Ethical Decision Making (20 credits)

This module will explore the factors and complexities involved in strategic management, particularly in relation to reconciling an organisation's overarching 'commercial' aims with ethics, sustainability, employee well-being, equality, diversity, and inclusion. It aims to advance your abilities as a 'strategist' who can not only critically review strategic models and frameworks, but also determine how they can foster informed decision-making across a range of organisational and global contexts. The module will help you to analyse and critically evaluate:

- **How organisational and people strategies are shaped by and developed in response to internal and external local, national and international environmental factors.**
- **Organisational aims, objectives and strategic options in response to the impact of future technological, social, demographic, labour market, economic and political trends on the organisation and working life.**
- **The formulation and implementation of strategies through the effective management and leadership of change in organisations.**
- **The benefits of aligning people practices with organisational strategy and culture.**

People Analytics and Value Creation (20 credits)

The ability to interpret and visualise data is key to making evidence-based decisions that can improve organisational efficiency. This module will explore the role of people analytics in supporting strategic development and the practical techniques people managers can utilise to create organisational value. You will develop an understanding of qualitative and quantitative data analysis techniques and software, as well as the skills to turn raw data into actionable insights, build knowledge, create competitive advantage, and support agility. You will also learn to:

- **Distinguish how people professionals use data to build, manage and report on their activities.**
- **Give a critically balanced account of the role of data in the construction of information and knowledge to support decision-making and value creation.**
- **Translate the relationship between information, information systems, organisational agility and competitive advantage.**
- **Critically analyse how people practices create value for different stakeholders, and the associated risks.**

Organisational Development, Culture and Change (20 credits)

Taking an interdisciplinary approach, this module draws from the fields of social psychology, organisational anthropology, and economics to explore how organisations can maximise the potential of their employees and achieve improved performance. You will be encouraged to critically analyse the process of leadership change, the complexities of organisational culture, and the constituent and often conflicting dynamics of organisational development within the wider social, political, and cultural environment. The module will develop your ability to:

- **Recognise and understand that each of us shapes - and is concurrently shaped by - the organisations of which we are apart.**
- **Understand the anthropological and social significance of an organisation as well as its more familiar economic purposes.**
- **Draw critically upon a variety of academic perspectives - including economics, sociology, and psychology - to help better understand behaviour within and between organisations.**
- **Demonstrate a critical understanding of the social psychology of change.**

People Development, Well-being and Performance (20 credits)

Strategic people development involves the alignment of learning with organisational goals to ensure that they are effectively met. This module will explore the range of ways in which this can be achieved across the individual, team, and organisational levels. The rationale for people development, health, and well-being will be examined in relation to return on investment and expectation. The module will also analyse a variety of people development interventions with a particular focus on facilitation, coaching, and mentoring. You will acquire the skills to:

- **Critically evaluate the relationship between people development and the strategic goals of the organisation.**
- **Demonstrate a systematic and creative approach to developing people to ensure that they are able to flourish and add value in an environment that supports health and wellbeing.**
- **Develop coaching, mentoring and facilitation skills in order to work effectively in a range of different contexts.**
- **Analyse good practice in relation to building an agile learning organisation that uses technology to empower continuous learning.**

Resourcing and Rewarding Talent (20 credits)

By strategically managing talent, organisations can build high performance teams that are able to deliver on organisational priorities and objectives. This module will explore resourcing and reward in relation to strategic organisational goals, culture, policy, and practice. You will analyse key labour market drivers and trends, with a particular focus on flexibility and diversity. You will also learn effective strategies for carrying out basic talent plans, gap analysis, people metrics, and performance and reward management. By the end of the module you will be able to:

- **Evaluate how the local, national and business context drives talent planning and understand how this impacts on resourcing strategy and practice.**
- **Develop resourcing and talent management strategies and innovative approaches to organisation and job design and flexibility.**
- **Manage recruitment, selection, induction, engagement and retention, effectively, efficiently, lawfully and ethically.**
- **Design reward strategies and structures which recognise labour market, equity and contextual constraints.**

Strategic Employment Relations and Employment Law (20 credits)

This module will further your knowledge of strategic employment relations issues, taking into account local, national, and international developments alongside employment law. You will be encouraged to evaluate different perspectives on employment relations, their application within a range of organisational contexts, and the role of various institutions in shaping employment regulations. At the end of the module you will be able to:

- **Critically evaluate different perspectives on employment relations and their application within different organisational contexts.**
- **Critically analyse and evaluate the different strategies of working with or without trade unions in relation to enhancing organisational effectiveness and mitigating against risk.**
- **Critically evaluate the extent to which national and international influences have shaped and transformed employment relations and regulations within organisations.**
- **Critically analyse how different strategies to enhance employee engagement and voice can contribute to improved levels of organisational performance and employee outcomes.**

People Management Research Project (60 credits)

In your final module you will have the opportunity to undertake an in-depth research project within the field of strategic people management dealing with an issue or question in your own workplace. You will be expected to outline the current theory and literature on the topic, the methods and methodologies used for qualitative and quantitative data collection, and to carry out data analysis and interpretation to formulate robust conclusions and recommendations for your organisation. Your learning outcome at the end of the module will include the ability to:

- **Evaluate the rigour and validity of published research and assess its relevance to the planned research topic.**
- **Undertake a systematic analysis of quantitative and/or qualitative information and present the results in a clear and consistent format.**
- **Design and deliver a systematic research project within an organisation to offer insights and assess the impact of HR work.**
- **Use high-quality research to draw robust conclusions and recommendations to a business context.**
- **Develop and present a persuasive business report.**



Dr Aaron Taylor

Head of Department – Human Resource Management

Dr Aaron Taylor has been involved in teaching and training for over 20 years, both in the UK and internationally. During this time, he has built up expertise in teaching and learning specifically across postgraduate HRM programmes. Before becoming Head of Department of HRM at Arden University, Aaron was a Principal Lecturer at the University of Sunderland and a Principal Lecturer in HRM at Coventry University London. Aaron is an External Examiner for HRM programmes at the University of Suffolk and the University of Sussex. He is a CIPD academic member, a Senior Fellow of the HEA and a certified management and business educator (CMBE).

Why study with Arden University?

At Arden University we believe everyone, everywhere has the right to gain the life and career benefits that higher education can bring. We are dedicated to making the university experience convenient and accessible to ambitious and motivated individuals worldwide.

Our mission is to connect adult learners like you with higher education study opportunities that give you the tools you need to fulfil your career and life goals. We challenge conventional perceptions of degree study by providing flexible, vocational courses with timetables and learning options that fit around your life commitments.

As an education provider that is not constrained by bricks and mortar or traditions, we are able to offer courses that are innovative, affordable, and which help students and employers reap the benefits of contemporary training and skills development.

Arden is the university that comes to you, on your terms, helping you achieve the life and professional success you want.



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