Strategic Human Resource Management

A specialisation of the Master’s programme in Business Administration
Nijmegen School of Management

Introduction

The current workforce is increasingly diverse and works under highly flexible terms. How can organisations use employees’ competencies fully? How can employees provide a meaningful contribution to both organisations and society? How can leaders make responsible decisions, while balancing performance and protecting employees’ well-being? If you are intrigued by these questions then the Master’s specialisation in Strategic Human Resource Management is perfect for you!

Why should you choose SHRM in Nijmegen?

• A passion for people in relation to their role in organisational change
• Training to become a critical independent academic professional who is able to analyse real-life cases, to balance between performance and protecting employees’ well-being
• Preparation to advise management about responsible solutions in order to develop sustainable organisations and their work forces
• Small-scale lectures and group work in direct collaboration with national and international companies, in the private and public sector

The programme

This is a one-year Master’s programme (60 ECs) containing:

• Five specialisation courses (30 ECs)
• Two elective courses (12 ECs)
• Master’s thesis (18 ECs)

Once you have graduated, you will be awarded a Master of Science degree (MSc).

Marloes Peters
Student of the specialisation SHRM

‘During the SHRM Master’s specialisation I was encouraged to think critically and to reflect on my own role as a researcher. My research skills were further developed. I learned how to be a team player as well as how to work on my own. The present-day topics and guest lectures are enriching for the programme. This Master’s gave me the knowledge and skills to confidently participate in the labour market.’

Prof. Beatrice van der Heijden
Chair Department Strategic HRM, Coordinator for the Master’s specialisation SHRM

‘Our students really do have a passion for people and develop a unique combination of thorough business administration knowledge and expertise in how to maintain and develop human capital.’

change perspective

Radboud University
Admission requirements
You are required to have a Bachelor’s degree in Business Administration from a Dutch university, or an equivalent degree from a university outside the Netherlands (with a sufficient coverage of research methods). You must also have sufficient proficiency in English. For details, please visit www.ru.nl/masters/business/admission.

Application deadlines
The programme starts on 1 September. The application deadline is 1 April for students from non-EU/EEA countries and 1 May for students from within the EU/EEA. Successful international applicants who apply before these dates will be guaranteed accommodation and support with the visa and residence permit application. If you apply after these dates, we will still consider your application and provide assistance where possible, but accommodation cannot be guaranteed.

How to apply?
Your application procedure depends on your previous education. Dutch students can apply via: www.studielink.nl. International students can apply via: www.ru.nl/masters/application.

Best traditional university
Radboud University is the best traditional university in the Netherlands. This is the conclusion of the 2016 edition of the Dutch university information guide ‘Keuzegids Universiteiten’.

Career prospects
The Master’s in Strategic Human Resource Management focuses on scientific insights into people and organisational issues. This involves using the human resources management concept as a tool for coping with organisational change. In addition, topical themes are addressed, such as employee well-being, sustainable employability, diversity management, and enhancing performance outcomes within a local and international context. The Master’s in SHRM is particularly interesting for students who want to contribute to the development and implementation of HRM practices and to organisational development in the role of HR-business partner, consultant, policy maker, or scientific researcher.

Changing perspective
As a SHRM student, you will be offered a strategic and critical approach to the relation between organisation and personnel (A Critical Approach to SHRM). The programme offers state-of-the-art insights in managing the diversity and inclusion of a heterogeneous and increasingly flexible workforce (Gender and Diversity in Organisations, HRM and the Flexible Workforce), and examines the ideal combination of HR practices to optimise organisational, group and individual performance (High Performance Work Systems). In period three, there is room for two electives. SHRM offers an elective in International Human Resource Management, and a European HRM project in which students collaborate within international research teams (from different universities across Europe) to conduct an assignment for a European company. You will start to work on the Master’s thesis in period three as well. It is possible to combine the thesis with an internship to experience the theory in action and the action in the theory.

More information
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Social media
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