Strategic Human Resources Leadership
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 Resources Leadership is perfect for you!

Why should you choose Strategic Human Resources Leadership 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, and balancing 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) in Business Administration.

Milan Wolffgramm
Student of the specialisation SHRL
‘Facing the many challenges of the future, such as digitalisation and an ageing society, employers need professionals in SHRL more than ever before. The smaller groups, the variety of assignments, the personal attention from motivated professors, and active class discussions are essential to improving students’ personal development and research skills, and to help students developing a critical, future-oriented attitude towards the management of human capital.’

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Changing perspective
As a SHRL student, you will be offered a strategic and critical approach to the relationship between organisation and personnel (A Critical Approach to SHRL). 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, SHRL and the Flexible Workforce), and examines the ideal combination of HR practices to optimise organisational, group and individual performance (HRM and Performance). In period three, there is room for two electives. SHRL offers an elective in International Human Resources Leadership, and a European HRL 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.

Career prospects
The Master’s in Strategic Human Resources Leadership 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 SHRL is particularly interesting for students who want to contribute to the development and implementation of HRL practices and to organisational development in the role of HR-business partner, consultant, policy-maker or scientific researcher.

Admission requirements
You are required to have a Bachelor’s degree in Business Administration from a Dutch academic research university, or an equivalent degree from an academic research 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/shrl.

In case your educational background does not grant you direct admission to the Master’s programme, then you can enrol in a one-year pre-Master’s programme. For more information, please visit: www.ru.nl/pre-masters/business.

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. We will consider EU/EEA applications until 1 July and provide assistance where possible, but accommodation cannot be guaranteed.

How to apply?
You can start your application by creating a request for enrolment in Studielink via: www.studielink.nl. The remaining steps depend on your previous education. For more information on the application procedure, be sure to visit: www.ru.nl/masters/shrl.

After reading all the information, are you interested and enthusiastic about the specialisation Strategic Human Resources Leadership at Radboud University? Then apply now! We hope to see you in Nijmegen, the Netherlands!

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