The MSc International Human Resource Management recognises global developments in responsible management education and responds to worldwide industry demand for leaders with expertise in sustainable Human Resource (HR) practices. It covers aspects of HR management in public, private and not-for-profit sectors.

The curriculum at Stirling builds on mainstream Human Resource management to incorporate specialist topics with an international perspective, giving graduates the edge in their careers in an increasingly globalised work environment.

This course gives you the opportunity to hone critical thinking abilities and problem-solving skills while drawing on up-to-date knowledge highly relevant to HR practitioners engaged in the management of work and employment relations.

"The MSc in International Human Resource Management provides opportunities for students to develop the knowledge and skills needed to manage people from different national backgrounds. The course looks at how HRM is practiced across a range of organisations (domestic, international, public, private, employee-owned, non-governmental) and debates concerning the role of HRM in delivering sustainable and ethical business practices."

DR LINDA PERRITON
Course Director
Expert teaching team
led by Dr Linda Perriton, the team all publish regularly in prominent international journals, and carry out research, including policy-relevant projects, for organisations nationally and internationally

Inspired curriculum
prepares you for leadership roles in all types of organisations that report on corporate social responsibility and other non-financial performance indicators

Industry connections
engage with guest-speakers with rich and varied industry backgrounds and significant experience in HR and other management-related issues

Stirling’s global research rating
we’re among the top 25 in the UK according to REF 2014

Build your global network
study alongside international students across a range of business disciplines
WHAT IS INTERNATIONAL HUMAN RESOURCE MANAGEMENT?

Human Resource Management, or HRM or simply HR, is an essential management function in any organisation: it involves balancing the needs of people with the strategic needs of business. The academic study of HRM explores the theories and techniques of managing people to enhance an organisation’s performance and optimise human capital.

International HRM builds on core HRM studies to examine the field from the perspective of employers who have customers, clients, partners, suppliers and staff in other jurisdictions.

Practitioners in this area are expected to be acutely aware of cultural nuances and unique factors associated with successfully operating businesses and other organisations in multi-national contexts.

This discipline explores human capital management paying special attention to issues like global corporate citizenship and responsibilities.

International HRM content aims to deepen understanding of the contemporary changes, challenges and opportunities in work and employment globally.

For further information on the course content, visit [http://stir.ac.uk/10](http://stir.ac.uk/10)

I chose the University of Stirling for its good reputation and it has a great campus located between Edinburgh and Glasgow. I found the sporting facilities excellent and easily accessible.

The teaching in particular was very strong, I think the course will be extremely beneficial for starting on the career ladder.

RICHARD LEIPER,
MSc Human Resource Management
The MSc International Human Resource Management equips graduates for a range of roles, from designing and delivering effective training programmes to working as a high-level business consultant. It develops leaders who will spearhead responsible and sustainable HR practice in the new global environment.

In recent years, HRM professionals have begun to take a lead role in senior management decisions and make significant contributions to organisational growth. There is high demand for HR practitioners who can manage diversified workforces.

Our alumni work as HR specialists, business partners, development consultants, recruitment specialists, talent managers and management trainers. Employers range from central and local governments around the world to multinational corporations like Nestlé, Ernst & Young, Heineken and the United Nations.

Our recent graduates are working in positions relevant to their studies in dozens of countries, including Nigeria, Indonesia, Iceland, Spain, Kazakhstan, UAE, Saudi Arabia and China.

LOOKING FOR A NEW CAREER PATHWAY?

The MSc International Human Resource Management is designed to develop the expertise of individuals with qualifications in related subjects. However it can also accommodate people with little or no previous knowledge of HRM. It is an astute choice for graduates from a wide range of disciplines and mature students looking for a career change into a field in which there is demand for specialist managers.
ABOUT THE COURSE

The MSc International Human Resource Management is a full-time course.

It provides students with the essential critical thinking and analytical skills needed to effectively manage people and thrive in today's organisations.

The degree is not prescriptive and encourages students to critically examine organisational policies as well as claims made about employment and the labour market more widely.

COURSE STRUCTURE

**Semester 1**

**Strategic and Operational HRM in Context**
Introduces foundational concepts and perspectives in HRM, in particular various factors affecting the strategic and practical management of people.

**Managing Organisations with an International Outlook**
Covers a range of contemporary theories and developments affecting the management of people at an international level, including issues of values and beliefs, governance structure, resource allocation, individual motivation, professional identity, and demographic and labour trends.

**Responsible Business in a Global Economy**
Explores contemporary discussions about the social responsibility of business and examines various ethical issues, management trends and business practices from a multi-stakeholder viewpoint.

**Semester 2**

**Managing and Developing a Diverse Workforce**
Provides a comprehensive understanding of the practical aspects of HRM, including the personal, professional and organisational development of staff working internationally, and issues of workforce diversity and well-being.

**Comparative Employment Systems**
Introduces the nature and scope of the employment relationship, and the various factors and institutions which contribute to shaping it.

**You also choose two modules from across the School.**

These are the elective choices offered on the IHRM programme:

- Leadership and Decision Making
- Current Challenges in HRM
- Managing in NGOs and the Third Sector
- Managing Change and People
- Developing an International Workforce.

You can also choose from electives offered across the School, such as:

- International Banking and Development Finance
- Brand Marketing
- Digital Marketing and Advertising
- Retail Marketing
- Marketing and the Supply Chain
- Sport Marketing
- Entrepreneurial Marketing.

For further information on the course content, visit [http://stir.ac.uk/10](http://stir.ac.uk/10)
POSTGRADUATE STUDY AT STIRLING

ON CAMPUS

Taking advantage of Scotland’s pristine natural scenery, the University of Stirling is an inspiring and peaceful place to study. Postgraduate students are offered campus accommodation and work areas conducive to working towards successful completion of a Master’s degree.

The University offers extensive indoor and outdoor sports facilities, a shopping precinct and arts centre. We have a large team of librarians and IT specialists available for one-to-one guidance with research skills and use of the University’s high-tech learning environment. Assistive technologies are available for students with disabilities.

STUDENT AND ALUMNI SUPPORT

The University of Stirling Graduate School will support you in making the most of your time at Stirling – ensuring you develop your skills and, crucially, your employability. We have excellent links with major employers in business and industry, and our academic schools and careers service work closely with these to prepare work and professional practice opportunities.

Our relationship with students does not stop at graduation: we maintain and build links with our extensive network of alumni. We facilitate social and networking events for our former students in the UK and elsewhere.

ACCREDITATION AND AFFILIATION

We are a member of the Association of Business Schools; the European Foundation for Management Development and in partnership with the Chartered Management Institute; ACCA (MSc International Accounting and Finance). A number of our taught programmes are recognised and accredited by professional bodies, including: the CFA (MSc in Investment Analysis); ACCA, CIMA and ICAS (BA Accountancy); and the CiM (MSc Marketing).

PREPARING BUSINESS LEADERS OF THE FUTURE

Postgraduate education at the University of Stirling Management School goes beyond textbooks and lecture rooms by also focusing on professional and personal development. Our unique Flying Start Leadership programme, at the beginning of the academic year, equips students with the awareness, knowledge and techniques essential for building a successful career. These range from practical skills, like effective public speaking, to developing ways to work under pressure in difficult situations and manage conflict.
ENRANCE REQUIREMENTS

You should have at least a second-class Honours degree from a UK university or its equivalent from a non-UK institution.

We will also consider applications from students with relevant professional qualifications in HR and/or sufficient work experience in this function.

If English is not your first language you must provide evidence of your proficiency. For details of English language requirements for this course, visit: http://stir.ac.uk/3f

FEES, FUNDING AND SCHOLARSHIPS

The University of Stirling Management School is committed to investing in academically talented students. There are various categories of funding available to support the cost of your studies at the University of Stirling.

Information about scholarships and funding may be found at: www.stir.ac.uk/scholarships

CONTACT INFORMATION

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www.stir.ac.uk/management

Join our community

@stirmanschool

Photography: For a list of photographers who have contributed to the University of Stirling photo library, contact:

marketingtools@stir.ac.uk

This publication can be made available in different formats. Please contact Student Recruitment and Admissions for further information: recruitment@stir.ac.uk

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