




# MASTER IN HUMAN RESOURCES

APPROVAL IN PROCESS

## RUSHMORE BUSINESS SCHOOL

RUSHMORE COMPLEX,  
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This programme is structured to provide students with a solid theoretical and practical content, with the end goal of preparing them for an international career in the field of Human Resource Management. The blended learning model incorporates a variety of different pedagogical methods, including traditional classroom lectures and tutorials, as well as individual and group work outside of the traditional classroom setting, as well as company visits and field-work projects. The capstone project for the students is supervised by the teaching staff, and students who successfully complete the assignment get academic credit toward their degrees. The language of instruction is English.

The members of the faculty who teach in the Graduate programs have a wide range of academic and professional backgrounds. A professional team offers continuous support for the activities that take place on campus, in addition to providing distance tutoring via technological communication.

The course is designed to evaluate business conditions and identify problems using knowledge of core functional areas in contemporary organisations. As the HR field is changing rapidly and needs creative, highly trained professionals who can meet crucial organizational challenges across the public and private sectors, the HR functions now go far beyond recruiting, training, managing personnel policies and ensuring equal opportunities. The aim is to gear students through an HR career professional who facilitate company mergers and acquisitions, enhance productivity and quality, embrace information technology and big data, and even help ensure overall competitiveness in an expanding global economy. While tomorrow's demands will likely be even greater as this dynamic field continues to evolve, students will develop an ability to evaluate businesses and identify solutions based on knowledge gained on the course to make better business decisions. The students will be required to evidence an ability to absorb theory and apply the same to practical business situations.

Students will come up with solutions based on their own analysis using different forms of assessment such as examinations, coursework, posters, presentations, and project reports.

## STUDY MODE

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Full Time / Part Time

## DURATION

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1 Year (FT) / 18 Months (PT)

## TUITION FEES (USD)

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13,000

## ENTRY REQUIREMENTS

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• Successful completion of an undergraduate degree with at least a Second Class Honours or a GPA not less than 2.5 out of 4 or equivalent, from a recognised higher education institution,

or

• Alternative qualifications acceptable to College de Paris / Rushmore Business School

## HOW TO APPLY

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Complete and submit the attached application form along with:

- four passport photos,
- a copy of your national ID
- a copy of your birth certificate
- copies of all your academic transcripts and certificates
- an application fee of USD 100

You may send us a scanned or electronically-filled copy of your application (along with the relevant documents) and settle the application fee via bank transfer.

## Awarding Institution

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College de Paris / Ascencia Business School Group (France)

## Course Aims

The MS in HR Management programme is a postgraduate programme aimed at professionals with more than two years' managerial experience and aims to provide a generic understanding of a range of HR functions within an organisation.

It has the following aims:

1. To acquire essential skills in the main areas of management such as Strategic management specialised HR, professional mobility and skills, social responsibility and social relations also the social performance and transformation.
2. To master the tools and methods of strategic management to be able to steer and manage organisations of various kinds in various fields of study.
3. To integrate other complementary and essential skills in the management of an organisation and internally.  
The main skills are:
  - Relationship management, conflict management, communication.
  - Team leadership, meeting management, personal organisation, time and stress management.
  - Empathy, curiosity, rigour, perseverance results orientation among others.

## Learning Outcomes

By studying this course, candidates will:

- Craft strategic solutions that align stakeholders, HR practices and business needs for successful organizational performance.
- Build ethical, sustainable, and scalable partnerships with organizational business units that support enhanced employee satisfaction, efficiency, and effectiveness.
- Identify and apply relevant federal, state, and local laws and regulations to prevent and solve problems and ethically minimize risk.
- Assimilate, manage, and analyse demographic and business data and metrics using Human Resource Management Systems (HRMS) to enable effective human-capital recommendations and decision-making.
- Promote and facilitate inclusion and employee engagement as a means of expanding and improving people's contributions.

## Course Structure

The delivery of the programme will be based on blocks. The below structure shows the blocks to be undertaken over the duration of the programme by the students.

The proposed structure will be offered both in part time and full time with semester timelines provided below.

### Define, promote and implement the strategic management of human resources

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Human Resource strategy in context

Strategic Human Resource Development

Knowledge Management

Stress management skills

Advanced project management, monitoring, and steering

Change management

Intercultural Management

Management and leadership

Management and sustainable development

Organisation Strategy

Team management

*Fundamentals of HRM*

*Digitalization of HR, the Digital revolution & employment*

*The HR Budget: Needs and Requirements, Budget Restrictions, Compensation strategies*

End-Block Exam (see document: Training courses & assessment)

## **Managing professional mobility and professional skills**

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HR Metrics and Measurement  
Management Consulting  
Analysis tools (Pestel, SWOT, Porter, etc.)  
International Marketing  
*HR Performance Management*  
*Talent Management*  
*Management of international mobility*  
End-Block Exam (see document: Training courses & assessment)

## **Managing social performance and transformation**

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Introduction to Leading Corporate Responsibility  
Developing organizational culture  
Employment Relations within Legislations  
Business Law  
Communication challenges and strategy  
Project management Customer and Relationship Management  
Public Speaking  
Sourcing and purchasing  
Special contract law  
Supply Chain  
Big Data internationally  
*Business Intelligence*  
*Change management / Sociological approach to change*  
*Quality management*  
End-Block Exam (see document: Training courses & assessment)

## **Administrative management of STAFF**

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Understanding Financial statements  
The future of work  
Exit Management  
Cost and margin calculations  
Estimated budget  
Profitability of investments  
Risk analysis  
*Legal HRM: Labor law (employment contract), Business criminal law & Advanced Labor Law*  
*Administrative management of staff: Introduction to payroll management / Payroll practice*  
*Psychosocial Risks and Quality of Life at Work*  
International Study Case  
End-Block Exam (see document: Training courses & assessment)

## **Social responsibility and social relations**

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*New issues in social dialogue*  
*The stakes of communication / Internal communication*  
*Crisis communication practice*  
End-Block Exam (see document: Training courses & assessment)  
Final Block Exams – Oral (see document: Training courses & assessment)