

MSc

Human Resource Management and Strategic Organisation

Study mode

Full-time

Part-time

Duration

12 months

24 months

Apply by: **17 September 2027**Starts on: **27 September 2027**

About this course

Our MSc Human Resource Management and Strategic Organisation programme is designed and delivered by leading HR scholars drawing on input from practitioners to equip students with the knowledge and skills valued by top employers now and in the future.

You also have the option to tailor your learning and choose between four pathways:

1. MSc Human Resource Management and Strategic Organisation – HRSP
2. MSc Human Resource Management and Business Analytics – HRBA
3. MSc Human Resource Management in a Global Context – HRGC
4. MSc Human Resource Management and Strategic Talent Development – HRST.

The University of Liverpool Management School is an approved provider of the Chartered Institute of Personnel and Development (CIPD) with MSc Human Resources Management and Strategic Organisation being an accredited programme.

Introduction

Learning from active researchers and practitioners, you will apply cutting-edge theory to contemporary HR issues. The programme is suitable for those embarking on a new career

in HR as well as experienced HR professionals who want to further develop their knowledge. Core modules examine international HRM strategy and practice, strategic leadership and organisational change, sustainable workforce planning, organisational behaviour, contemporary personal and professional development and evidence-based research and practice. The programme also offers a range of ways to tailor your study according to your interests and career plans, including a focus on business analytics, the global environment and the strategic development of people.

To pass the master's programme, you need to successfully complete six 20-credit modules and a final 60-credit applied research project or dissertation. The modules you study will vary depending on your chosen pathway.

Who is this course for?

The programme is aimed at those who have not studied to any great depth in this subject area, who seek to develop the required knowledge and skills to pursue a career in people management and HR. The programme may also appeal to those who have some form of HR experience but are looking to develop their career and advance into more senior HR and strategic organisational roles.

What you'll learn

- International HRM Strategy and Practice
 - Building a Sustainable Workforce
 - Strategic Leadership and Organisational Change
 - People, Behaviour and Organisations
 - Evidence-Based Practice and People Analytics
 - Business Analytics for Organisations
 - Managing in a Global Context
 - Corporate Governance and Sustainability
 - Managing Performance and Developing People
 - The Contemporary People Professional.
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Accreditation

The University of Liverpool Management School is one of an elite group of institutions worldwide to hold the gold standard 'triple-crown' accreditation from AACSB, AMBA and EQUIS.

Accreditation in detail

AACSB

AACSB Accreditation Standards require a high quality teaching environment, a commitment to continuous improvement, and curricula responsive to the needs of businesses. This achievement means that the Management School meets specific standards of excellence. It also means it's committed to on-going improvement in delivering high quality education.

AMBA

[AMBA](#) is the highest standard of achievement in postgraduate business education. MBA students and graduates, business schools and employers all recognise it as a gold standard. AMBA's rigorous criteria and assessment process ensure that only programmes that demonstrate the highest standards in teaching, learning and curriculum design; career development and employability; and student, alumni and employer interaction achieve accreditation.

CIPD

The [Chartered Institute of Personnel and Development \(CIPD\)](#) is the professional body for HR and people development. The not for profit organisation champions

better work and working lives and has been setting the benchmark for excellence in people and organisation development for more than 100 years.

EQUIS

The School is also accredited by [EQUIS](#), which is the leading international system of quality assessment, improvement and accreditation of higher education institutions in management and business administration. Institutions that are accredited by EQUIS must demonstrate not only high general quality in all dimensions of their activities, but also a high degree of internationalisation and corporate connections.

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Course content

Discover what you'll learn, what you'll study, and how you'll be taught and assessed.

Semester one

During the first semester, you will undertake three compulsory modules of 20 credits each (60 credits in total).

All pathways follow the same first semester.

Modules

Compulsory modules	Credits
INTERNATIONAL HRM STRATEGY AND PRACTICE (ULMS786)	20
BUILDING A SUSTAINABLE WORKFORCE (ULMS895)	20
STRATEGIC LEADERSHIP AND ORGANISATIONAL CHANGE (ULMS700)	20

Programme details and modules listed are illustrative only and subject to change. As part of our commitment to continuous improvement, we are currently reviewing all of our programmes. This may include refining study pathways, strengthening links with employers, integrating generative AI, developing students' research skills, and enhancing alignment with our research strengths. The course content currently shown on this page reflects the programme as it ran for students beginning in September 2026. This page will be updated for students beginning in September 2027 by Friday 30th April 2027 at the latest.

Semester two

During the second semester, you will undertake three compulsory modules of 20 credits each (60 credits in total).

MSc Human Resource Management and Strategic Organisation

Semester 2

Required (20)

- ULMS864 – People, Behaviour and Organisations – 20 credits

Optional: Select a total of **two (40)**

Select one of the following:

- ULMS875 – Evidence-Based Practice and People Analytics – 20 credits
- ULMS562 – Business Analytics for Organisations – 20 credits

Select one of the following:

- ULMS589 – Managing in a Global Context – 20 credits
- ACFI818 – Corporate Governance and Sustainability – 20 credits

Select one of the following:

- ULMS522 – Managing Performance and Developing People – 20 credits
- ULMS794 – The Contemporary People Professional – 20 credits

MSc Human Resource Management and Business Analytics

Semester 2

Required

- ULMS864 – People, Behaviour and Organisations – 20 credits
- ULMS875 – Evidence-Based Practice and People Analytics – 20 credits
- ULMS562 – Business Analytics for Organisations – 20 credits.

MSc Human Resource Management in a Global Context

Semester 2

Required

- ULMS864 – People, Behaviour and Organisations – 20 credits
- ULMS589 – Managing in a Global Context – 20 credits
- ACFI818 – Corporate Governance and Sustainability – 20 credits.

MSc Human Resource Management and Strategic Talent Development

Semester 2

Required

- ULMS864 – People, Behaviour and Organisations – 20 credits
- ULMS522 – Managing Performance and Developing People – 20 credits
- ULMS794 – The Contemporary People Professional – 20 credits.

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Final project

All pathways:

Choose one of the following:

- ULMS719 – Advanced Management Research – 60 credits
- ULMS790 – Dissertation – 60 credits

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Teaching and assessment

How you'll learn

Modules are taught using the latest active learning techniques including business simulations, real-world case studies, social media and lectures.

The principal forms of teaching are lectures and seminars with lectures normally being supported by material such as hand-outs and presentations. Seminars give the opportunity for detailed discussion of a topic under the direction of a tutor. You are normally expected to prepare work in advance for seminars and may be expected to present work or give presentations.

In addition, this course offers an enhanced programme of events and activities such as guest speaker series, employability sessions, mock assessment centre, simulation exercises etc.

Following semester two you will complete the Human Resource Management Research Project with the support of an academic supervisor.

How you're assessed

In semesters one and two, you will take modules totalling 120 credits. The project completed during the summer period is worth 60 credits and students will be supported by their academic supervisor.

Students are required to complete 180 credits to achieve a full MSc.

Subject to meeting specific criteria outlined by the University, students will graduate with a Pass, Merit or Distinction.

Assessment tasks are varied and some may be designed specifically to meet the learning outcomes of a particular programme of study, but students can expect to be assessed via coursework, essay, group work, presentations, case studies, negotiation exercises, reports and examinations. The weighting of individual components will vary from one module to another. All assessment information is included within the module specification.

Liverpool Learning Framework

At Liverpool, we take a distinctive approach to education through the Liverpool Learning Framework. This means teaching that is engaging, inclusive and designed to help you succeed during your studies and beyond.

You'll develop specialist subject knowledge alongside the skills employers value most, including:

- Digital fluency
- Confidence
- Global citizenship

Our curriculum is characterised by the three Liverpool Hallmarks:

- Research-connected teaching – learning informed by the latest ideas and discoveries
- Active learning – taking part, applying knowledge and learning by doing
- Authentic assessment – assessments designed around real-world tasks and challenges

We also embed key priorities across our curriculum, including AI literacy, employability, and sustainability, helping you prepare for the future and make a positive impact in the world.

We're committed to creating a supportive and inclusive learning environment where every student can thrive.

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Careers and employability

Programme graduates should have enhanced access to a wide range of managerial positions in the international arena.

You'll be equipped with the knowledge, skills, awareness and confidence to achieve roles within the Human Resource Management function of large public and private sector organisations, smaller organisations, and professional partnerships.

Within 12 months of graduation, alumni are employed holding roles such as:

- People and Culture Manager
- Human Resources Executive
- Recruitment Consultant
- NHS Graduate Management Trainee.

Recent employers include NHS, University of Nottingham, HelloFresh, University of Warwick, Trent and Riverside. Employment locations include the UK, India and Gibraltar.

Career support from day one to graduation and beyond

Career planning

From education to employment

Networking events

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Fees and funding

Your tuition fees, funding your studies, and other costs to consider.

Tuition fees

UK fees (applies to Channel Islands, Isle of Man and Republic of Ireland)

Full-time place, per year – £15,000

Part-time place, per year – £7,500

International fees

Full-time place, per year – £30,000

Part-time place, per year – £15,000

Tuition fees are for the academic year 2026/27.

Tuition fees cover the cost of your teaching and assessment, operating facilities such as libraries, IT equipment, and access to academic and personal support.

- You can pay your tuition fees in instalments.
- All or part of your tuition fees can be funded by external sponsorship.
- International applicants who accept an offer of a place will need to pay a deposit.

If you're a UK national, or have settled status in the UK, you may be eligible to apply for a Postgraduate Loan worth up to £13,206 to help with course fees and living costs. **Learn more about paying for your studies.**

Additional costs

We understand that budgeting for your time at university is important, and we want to make sure you understand any course-related costs that are not covered by your tuition fee. You can find information on the general and subject-specific costs you could expect to incur on our study costs webpage.

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Entry requirements

The qualifications and exam results you'll need to apply for this course.

Postgraduate entry requirements

We accept a 2:2 honours degree from a UK university, or an equivalent academic qualification from a similar non-UK institution. This degree can be in any subject discipline. Non-graduates with very extensive professional experience and/or other prior qualifications may also be considered.

International qualifications

Select your country or region to view specific entry requirements.

Many countries have a different education system to that of the UK, meaning your qualifications may not meet our entry requirements. Completing your Foundation Certificate, such as that offered by the University of Liverpool International College, means you're guaranteed a place on your chosen course.

English language requirements

You'll need to demonstrate competence in the use of English language, unless you're from a majority English speaking country.

We accept a variety of international language tests and country-specific qualifications.

International applicants who do not meet the minimum required standard of English language can complete one of our Pre-Sessional English courses to achieve the required level.

IELTS

6.5 overall, with no component below 6.0

TOEFL iBT

If you took a TOEFL test on or before 20 January 2026, you'll need 88 overall, with minimum scores of listening 19, writing 19, reading 19 and speaking 20. If you took a TOEFL test from 21 January 2026 onwards, when a new scoring system was introduced, you'll need 4.5 overall, with 4 or above in all components. TOEFL Home Edition not accepted.

Duolingo English Test

125 overall, with writing not less than 125, speaking and reading not less than 115, and listening not below 110. For academic year 2025/26 only, we will also accept the production, literacy, comprehension and conversation score set: 120 overall, with no component below 105.

Pearson PTE Academic

61 overall, with no component below 59

LanguageCert Academic

70 overall, with no skill below 65

PSI Skills for English

B2 Pass with Merit in all bands

INDIA Standard XII

National Curriculum (CBSE/ISC) – 75% and above in English. Accepted State Boards – 80% and above in English.

WAEC

C6 or above

Pre-sessional English

Do you need to complete a Pre-sessional English course to meet the English language requirements for this course?

The length of Pre-sessional English course you'll need to take depends on your current level of English language ability.

Pre-sessional English in detail

If you don't meet our English language requirements, we can use your most recent IELTS score, or [the equivalent score in selected other English language tests](#), to determine the length of Pre-sessional English course you require.

Use the table below to check the course length you're likely to require for your current English language ability and see whether the course is available on campus or online.

Your most recent IELTS score	Pre-sessional English course length	On campus or online
6.0 overall, with writing at 6.0 and no component below 5.5	6 weeks	On campus or online
5.5 overall, with writing at 5.5 and no component below 5.0	10 weeks	On campus or online
5.5 overall, with no more than one component at 5.0	12 weeks	Online
5.5 overall, with no component below 5.0	20 weeks	On campus
5.0 overall, with no more than one component at 4.5	30 weeks	On campus
4.5 overall, with no more than one component at 4.0	40 weeks	On campus

If you've completed an alternative English language test to IELTS, we may be able to use this to assess your English language ability and determine the Pre-sessional English

course length you require.

Please see our guide to [Pre-sessional English entry requirements](#) for IELTS 6.5 overall, with no component below 6.0, for further details.

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