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# MASTER (M.A.) HUMAN RESOURCE MANAGEMENT

Demographic changes and a lack of skilled workers make HR management a key competitive factor in companies of every size. Companies need to find qualified workers with the right skills for the job and workers need to ensure they are getting fair remuneration for their work, neither are possible without qualified HR professionals. Our Master in Human Resource Management enables you to profit from the ideal mix of business management, legal, socio-psychological and HR management subject matter as well as giving you the skills to tackle the issue of digitalisation faced by companies in the modern world.

The 60 ECTS programme gives you relevant knowledge of core functions and further train you as a manager in small to medium-sized companies that might not have their own institutionalised HR department.



#### Degree

Master of Arts (M.A.)



#### Study start and duration

Anytime



#### Electives

In the Human Resource Management 120 ECTS (60 ECTS) online programme, you can choose electives worth 20 ECTS (10 ECTS) and focus on interesting practical areas.



#### Credits

60 or 120 ECTS



#### Study model and accreditation

- Online
- German accredited institution, recognised by ZFU (German Central Office for Distance Learning)

## Curriculum (60 or 120 ECTS)

MODULE TITLE	SEMESTER	CREDITS (ECTS)	TEST TYPE
<b>60-ECTS-MODEL</b>			
Human Resource Management I	1	5 ECTS	E
Human Resource Management II		5 ECTS	E
Employer Branding and Recruiting		5 ECTS	E
Talent Management & HR Development		5 ECTS	WACS
People Analytics and Big Data		5 ECTS	E
Advanced Research Methods		5 ECTS	WAWA
Seminar: International Human Resource Management	2	5 ECTS	WARE
Electives A		10 ECTS	
Master Thesis & Colloquium		15 ECTS	WAMT & PC

MODULE TITLE	SEMESTER	CREDITS (ECTS)	TEST TYPE
<b>120-ECTS-MODEL</b>			
Human Resource Management I	1	5 ECTS	E
Human Resource Management II		5 ECTS	E
Strategic Management		5 ECTS	E
Advanced Research Methods		5 ECTS	WAWA
Aspects of International Labor Law		5 ECTS	E
Seminar: Current Issues in International Labor Law		5 ECTS	WARE
Applied Statistics	2	5 ECTS	E
Employer Branding and Recruiting		5 ECTS	E
Talent Management & HR Development		5 ECTS	WACS
Project: Human Resources Management		5 ECTS	WAPR
Leadership		5 ECTS	E
New Work		5 ECTS	OA
People Analytics and Big Data	3	5 ECTS	E
Seminar: International Human Resource Management		5 ECTS	WARE
Electives A		10 ECTS	
Electives B	4	10 ECTS	
Master Thesis & Colloquium		30 ECTS	WAMT & PC

## CHOOSE YOUR ELECTIVES

### Choose one elective from

#### “Electives A” list:

- Human Performance
- Work and Organizational Psychology
- Diversity Management
- International Labor Law
- Negotiation and Intercultural Management

### Choose one elective from

#### “Electives A” list:

- Human Performance
- Work and Organizational Psychology
- Diversity Management
- Accounting
- Artificial Intelligence
- Negotiation and Intercultural Management

### Choose one elective from

#### “Electives B” list:

- Human Performance
- Work and Organizational Psychology
- Diversity Management
- E-Commerce
- Accounting
- Artificial Intelligence
- Negotiation and Intercultural Management

## ELECTIVES

Your elective module enables you to delve deeper into a specific aspect of HR management based on your own preference or your company's needs. There is a wide range of elective specialisations to focus your studies on, including Human Performance, Work and Organisational Psychology, Diversity Management, International Labor Law as well as Negotiation and Intercultural Management. These enable you to ensure that you better understand your workers and what is best for them, and by extension, yourself. In the 120 ECTS programme you can choose two electives and in the 60 ECTS programme you can choose one elective to specialise in a field you're interested in. Here's a short introduction to a few electives.

### HUMAN PERFORMANCE

In this module focuses on biohacking—a new approach to optimising health and output. You get an overview of how biohacking can contribute to these factors as well as empirically supported results on the influence of diet, exercise, sleep, and light on health and performance. You will learn both how to apply these to your own life and how to advise clients and colleagues.

## CAREER OUTLOOK

Today's HR manager must be able to do more than just write job ads. Megatrends such as digitisation and the shortage of skilled workers mean that there is an **increasing need for experts who, as change agents, can identify new trends in HR at an early stage, implement them strategically and drive proactive recruiting**. This is the only way to win over great talent and this is exactly what this degree prepares you for. After graduation, you could work as an **HR Business Partner, Personnel Selection Manager, HR Marketing & Employer Branding Officer, Recruiting Manager, People Development Manager, Talent Manager or as an expert in organisational development**. A master's degree in HR management means that the best career prospects await you.

## ADMISSION

We try to keep admission as simple as possible at IU. To successfully enroll, there are just a few requirements we need you to prove.

### ADMISSION REQUIREMENTS FOR 120-ECTS

- Completed, undergraduate degree with 180 ECTS with a focus on **economics or business administration**
- Your degree must be from a state or state-recognised higher education institution/university
- You must have achieved a final grade of at least "satisfactory" or Grade C equivalent in your previous undergraduate degree

### ADMISSION REQUIREMENTS FOR 60-ECTS

- Completed, undergraduate degree with 240 ECTS.
- Your degree must be from a state or state-recognised higher education institution/university
- You must have achieved a final grade of at least "satisfactory" or Grade C equivalent in your previous undergraduate degree
- Proof of at least one year's professional work experience completed prior to the start of study programme. Work experience must have been gained after completion of your undergraduate studies

### FURTHER ADMISSION OPPORTUNITIES

#### For the 60 ECTS programme:

Depending on your previous education, the following entry options are applicable for the **60-ECTS** Master's degree:

- undergraduate degree with 210 ECTS: you can bridge the gap of 30 ECTS with the proof of one year qualified work experience
- undergraduate degree with 180 ECTS: you can bridge the gap of 60 ECTS with the proof of two years qualified work experience

Recognition of knowledge and abilities acquired outside of higher education is possible in principle.



# 8 STEPS TO COMPLETE YOUR STUDIES

Is your undergraduate degree not in the required subject field for this programme's **120 ECTS points variation admission** requirements? You can still apply! You'll have to take 2 specific courses at the start of your studies, and pass them successfully in order to continue with your studies. That way, you don't have to take an entrance examination, and can prove your skills while earning ECTS points as part of your studies.

## WORK EXPERIENCE

For the 60 ECTS programme:

- Proof of at least one year's qualified work experience completed prior to the start of the study programme (the work experience must be gained after the completion of your undergraduate studies).
- Don't have a year's worth of qualified work experience? Don't worry! With the Scholarship Programme, you can start your studies right away, and gain your professional experience alongside your studies. You'll need to achieve the one year's worth of experience before you complete your Scholarship Programme.
- You can provide us a translation of your employment contract and your pay slip or you can ask your company to fill out this form in English, sign it, apply the company stamp and send it to us.

## SCHOLARSHIP PROGRAMME

Start in our scholarship programme as a participant with immediate access to 50% of your courses. Once admission and the courses are completed, you can finish your degree.

- To start a 120-ECTS degree, you will need a minimum of 180 ECTS credits from your previous studies.
- To start a 60-ECTS degree, you will need a minimum of 240 ECTS credits from your previous studies but can "bridge" up to 60 ECTS with 2 years of professional experience.

**Questions?** Speak to one of our study advisors, they will guide you through every step of the process.

## PROOF OF ENGLISH LANGUAGE SKILLS

We therefore ask for proof of your English language skills\*. If English is your native language or you graduated from an English-speaking school/university, you don't need to prove your English skills.

Accepted certifications:

- English Courses (complimentary when signing up with IU)\*\*
- TOEFL (min. 80 points) or
- IELTS (min. Level 6.0 out of 9 points) or
- Duolingo English test (min. 95 points) or
- Cambridge Certificate (min. B grade overall) or
- Equivalent proof

1

Register and apply online

2

Choose your course

3

Download your study scripts

4

Work independently with study scripts

5

Take part in Q&A sessions

6

Prepare for exams and take them either:

- directly online, or
- at an IU examination centre (remember to register in time).

7

Master thesis and colloquium

8

Complete your studies with certificate

\*Proof must be provided before the start of the study and must not be older than five years.

\*\*Please note that English Courses aren't accepted as a language certificate for on campus study programmes.