



UNIVERSITY OF NAIROBI

MSc in Human Resource Management

**SCHOOL OF BUSINESS
DEPARTMENT OF BUSINESS ADMINISTRATION
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BACKGROUND

The University of Nairobi School of Business has a very diverse and rich heritage of innovativeness, which goes back its inception in 1972. Since then the School has endeavoured to provide quality and market driven programs, especially through its flagship programs; the bachelor of Commerce and Master of Business Administration. The school of Business is renowned with the region for its high quality graduates both at the undergraduate as well as postgraduate levels in all areas of management, including Human Resource Management, Marketing, Insurance, International Business, and Strategic management.

The School of Business plays a strategic role in the accomplishment of the University's corporate Mission. The School provides leadership in the pursuit of business management and marketing knowledge and applications through development and implementation of customer-driven teaching and training, research, consultancy and community service. Academic Programs are currently offered at the Undergraduate level (B. Com), Master of Business Administration (MBA), MSc in Finance, and Doctor of Philosophy (PhD) in different functional areas of business.

Recent developments in Kenya, especially the enactment of a new constitution, adoption of strategies to facilitate regional integration and the emerging economic and social challenges from the global arena call for pragmatic managerial initiatives mainly driven by competent human resource practitioners. The country and the region will continue to require expertise in human resource management to effectively confront the current and other emerging institutional challenges.

The Master of Science in Human Resource Management is one of the key strategic initiatives by the Department of Business Administration, School of Business to support the vision, mission and strategic objectives of the University of Nairobi as well as providing leadership in human resource capacity development at the national, regional and international levels. The programme is designed for both practicing human resource professionals and college graduates with an interest in human resource management. The programme provides for an in-depth examination of theory and principles in the human resource management and development functional areas. The program is a blend of several management disciplines such as organizational development and change, performance management, strategic human resource management, leadership, governance and ethics among others.

Introduction

Human resource managers are increasingly recognized as important contributors to overall business success. The Master of Science degree in Human Resource Management is designed to strengthen the ability of human resource professionals to perform this strategic role. The degree emphasizes the application of the knowledge, competencies, and skills necessary to integrate business and human resource strategies. Graduates of this high-quality degree programme will be well prepared to address the wide spectrum of challenges facing the human resource management profession in this era of global competition. The degree is intended to prepare graduates for existing human resource positions such as Human Resource Director/Manager, International Human Resource Consultant, Organizational Development and Change Strategist, Human Resource Development Specialist and Reward Management Specialist.

1. Objectives

The objectives of the programme are to:

- i) Provide the student with knowledge and skill development that permits career advancement to senior and executive roles in human resource management within both private and public sector organizations.
- ii) Enhance the student's human resource management professional practice in and across organizational settings.
- iii) Enable the student to articulate and foster a multi disciplinary approach to human resource management.
- iv) Enable the student to develop competency in research and consultancy in human resource management.
- v) Enable the student to develop capability for pursuit of further studies in human resource management.

2. Admission Requirements

- a) The common regulations for the Masters' degree in the University of Nairobi shall apply.
- b) In addition, the applicant must be a holder of:
 - i. at least an upper second class honours degree in human resource management or equivalent in non-classified degrees.
 - ii. lower second class honours degree in human resource management or equivalent in non-classified degrees with at least two (2) years of post qualification work experience.
 - iii. any other qualifications accepted by Senate to be equivalent to any of the above.

3. Credit Transfer and Exemptions

Applicants who have completed equivalent Masters course units in other Senate recognized universities may, with the approval of the Senate, be allowed to seek exemptions or credit transfers up to a maximum of one third (1/3) of the core course units. Students seeking to receive exemptions from or credit transfers for any prior course units done will need to fill official application forms, which require:

- a) A list of the University of Nairobi core course units for which the student is requesting credit transfer;
- b) Official transcripts, indicating courses that may be equivalent and;
- c) Description and syllabus/outlines for the courses previously taken and passed. In addition there may be an exemption examination.

4. Course Structure and duration

The programme may be covered in a minimum of four (4) semesters and a maximum of twelve (12) semesters; and will involve coursework, examinations and a project.

The programme consists of fifteen (15) taught course units that constitute Part I while a Research Project constitutes Part II, which is equivalent to six (6) taught course units. A candidate shall be allowed to take a minimum of two (2) course units and a maximum of six (6) course units per semester.

The programme is offered through a face-to-face mode of delivery, and each course unit shall be taught for forty five (45) contact hours.

There will be twelve (12) core courses units which shall be taken by all candidates.

In addition to the core course units, the candidates will be required to take three (3) elective course units from among those offered in the program.

Course units can only be taken after the necessary prerequisites have been successfully completed. After completing all the taught course units candidates will carry out a research project and write a project report.

The fifteen (15) taught course units constitute Part I while the research project constitutes Part II. The minimum duration for completing the research project is one semester, while the maximum duration is three semesters.

5. Award of the Degree

After completion of all the requirements the successful candidate shall be recommended for the award of the Master of Science in Human Resource Management (MSc –HRM) (*Option to be inserted*)

6. Fees structure

TUITION FEES	Ksh 25, 000	Per unit
EXAMINATION FEES	Ksh 1,000	Per unit
RESEARCH PROJECT	Ksh 120,000	

Other Charges

1	Medical	KSh 5,000
2	Library	KSh 3,000
3	Activity	KSh 2,000
4	Caution	KSh 5,000
5	Computer	KSh 5,000
6	Registration	KSh 1,000
7	Student ID	KSh 500
	TOTAL	KSh 21,500

NB. Foreign students to add 25% more on fees