HRO LINKS

MSc HUMAN RESOURCES AND ORGANISATIONS BUSINESS PROJECTS

HRO is a challenging one-year programme designed to prepare students for outstanding careers in people management and human resources. As part of their programme dissertation, students undertake an in-depth research project for industry.

Grounded in LSE's critical and analytical approach to learning, 'HRO Links' provides a unique bridge between theory and practice: students research a topic provided by an industry Sponsor using a case-study approach that entails gathering and analysing data, finally producing a business report and presentation to Sponsors alongside a dissertation for LSE.

Encourage innovation with LSE knowledge | Develop your future workforce

To sponsor a project, email: dom.employers@lse.ac.uk

Examples of previous projects:

- Creation of a pay transparency culture – *Global tech company*

- The Global Business Case for Mental Health and Wellbeing in the Workplace – *Non-profit organisation*

- Embracing a Paradigm Shift: Cultivating a Digital-First Mindset in the HR Process – *Operations and logistics company*

Business project proposal example

Sponsor testimonials:

"The students brought a great 'outside in' view to the project by applying both their academic frameworks and their own experiences with other companies and cultures." ABB, 2023

"We believe it is important to base our learning content on good research so this project has supported our content development, with the credibility of the name of LSE." LIW, 2023

"I am in awe of the student's ability to deliver against the brief they were given. They were not afraid to challenge existing practices and both the students and Sage came out of the project knowing more than they did at the beginning." Peter de Norville, Global Head of DEI and Wellbeing at Sage, 2024
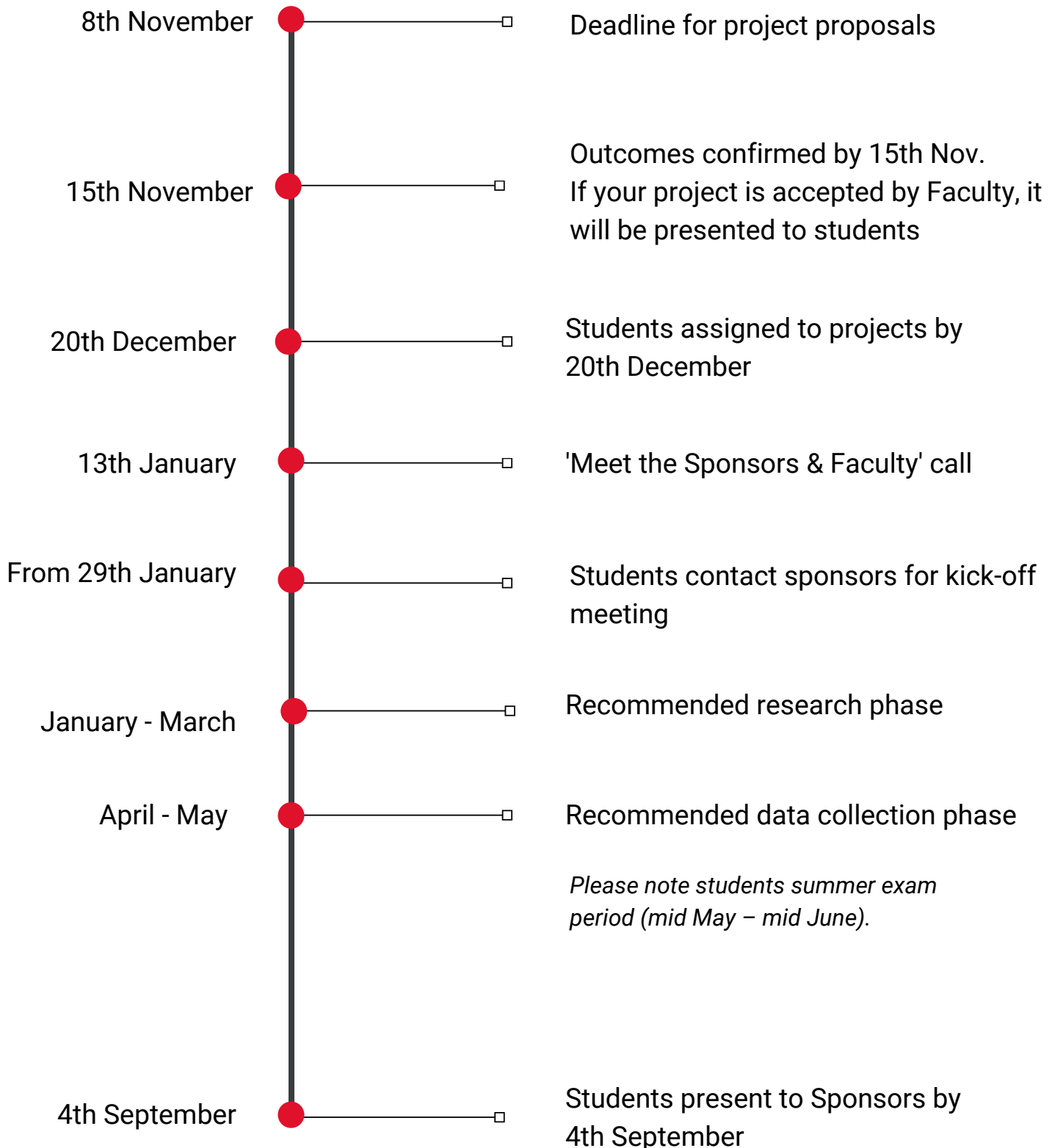
Student deliverables

- **Sponsor presentation** illustrating key research findings.

- **A final Business Report** to Sponsors with more details on research and findings.

- Submission of an MSc Dissertation to LSE faculty, based on their applied research project with your organisation.

Timeline 2024-25

8th November — Deadline for project proposals

15th November — Outcomes confirmed by 15th Nov. If your project is accepted by Faculty, it will be presented to students

20th December — Students assigned to projects by 20th December

13th January — 'Meet the Sponsors & Faculty' call

From 29th January — Students contact sponsors for kick-off meeting

January - March — Recommended research phase

April - May — Recommended data collection phase

Please note students summer exam period (mid May – mid June).

4th September — Students present to Sponsors by 4th September

Process and next steps

1 Sponsors submit project proposals to the LSE Employer Relations Manager. These will be reviewed by our Faculty Lead and Sponsors will be informed of the outcome.
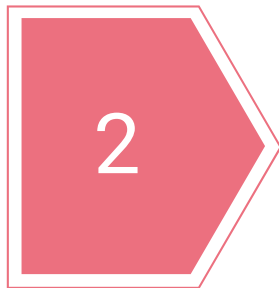
2 1-2 students will be assigned to a project.

3 Students work on their Business Project between January - August.

4 Students present project outcomes and a business report to Sponsors, alongside a dissertation to LSE Faculty.

5 Sponsors receive a feedback form for LSE to gather feedback on the project, students and overall experience.

Do Sponsors need to supply company data?

It is ideal if firms are willing to either (a) provide access to company data (even if in a disguised format) or (b) provide access to representative customers from whom data may be elicited (or very closely guide the selection of the same). This is to ensure that the quality of the "data" (on the basis of which the student teams would be making their recommendations) is reasonably high.

What makes a successful project?

The best topics for a business project offered as part of curriculum are those that are **important but not urgent.** Note that students will need to follow and meet academic deadlines for their project. A team of students with access to LSE's resources and academic supervision can achieve sufficient depth and independence of analysis to **kick-start debate and further action**, such as a framework for future business models or an initial plan. Successful projects set clear and realistic goals and importantly, **facilitate students' access to necessary data. Keep in mind that students may have a limited network for industry interviews -** you will need to facilitate connections or contacts for students to conduct research and analyse findings. Students are also expected to work with current stakeholders rather than gain new stakeholders for Sponsors. Please also be aware that students follow LSE's Research Ethics and are not allowed to undertake 'undercover' research.

Are there costs for Sponsors?

There is no charge to companies for sponsoring a project. Students do not receive pay for the project nor do they have any budget provided by LSE. They may need to travel for kick-off meetings or the final presentation so we recommend keeping this to a limited number and offer hybrid options. Whilst infrequent travel within London is to be expected, Sponsors should cover the cost of exceptional travel such as trains to locations outside of London. If more expensively produced reports are needed or for a larger quantity of contacts, we ask Sponsors to cover the cost of production (e.g. printing).

How can we protect company or sensitive information?

We can provide a Non-Disclosure Agreement for you, the students and the relevant Faculty member to sign. Request this from the Employer Relations Manager. Alternatively, you can ask students to sign your own company agreement and they can obtain their Faculty Lead's signature if an LSE staff signature is required.

How can I best support students as a Sponsor?

We expect students to take responsibility for leading, planning and executing their project as this is essential to their development. The most important aspect for you as their Sponsor is to clearly define the problem you wish to investigate and be open to students' suggestions on how to find the answers/solutions. It is also crucial that you support them in gaining access to data (e.g. provide access to necessary internal data and interviewees). Your feedback on their work and presentation throughout the experience will be highly valuable for students' professional and personal development.

How regularly should we meet with students?

Whilst we expect students to work independently on their project, we hope Sponsors are flexible and understand students' academic deadlines and pressures. The ideal amount of contact depends on the Sponsor and project. Typically, students meet their Sponsor fortnightly, then more regularly at key times such as at the start and finalising of projects. We suggest establishing a structure in your kick-off meeting with students.

Are we expected to have any contact with their Faculty Coach (Academic Supervisor)?

Faculty Coaches support students on the research and academic elements for the project alongside their teaching, so you are not expected to have regular contact with them. However, the Employer Relations Manager can of course connect you with Faculty Coaches if neccessary for any issues or discussions required. We are always keen for our Department to see the outcomes and success of projects so if you welcome Faculty Coaches and LSE colleagues to join your students' final presentations, please share details with the Employer Relations Manager who can coordinate LSE colleagues' attendance.

Do students need to have the ability to work in the UK in order to work on our project?

Students are not employed during the project. The project is a part of their curriculum and therefore covered under the provisions of their student visas. The project does not constitute an internship either.

Encourage innovation with LSE knowledge | Develop your future workforce

To sponsor a project, email: dom.employers@lse.ac.uk