HRO LINKS

MSC HUMAN RESOURCES AND ORGANISATIONS

Students who undertake these projects are working towards an MSc in Human Resources and Organisations (HRO). HRO is a challenging one-year programme designed to prepare students for outstanding careers in people management and human resources.

Grounded in LSE's critical and analytical approach to learning, the HRO Links scheme provides a unique bridge between theory and practice. Students research a topic suggested by their 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.

Gain access to independent research and analysis on a people-related issue of practical importance to your organisation

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

<u>Process and next steps</u>

1 Sponsors submit project proposals to the LSE Employer Relations Manager. These will then be reviewed by our academic Faculty Lead and Sponsors will be informed of the outcome.

2 First time Sponsors may be invited to have a call with the Employer Relations Manager and Faculty Lead to discuss project ideas.
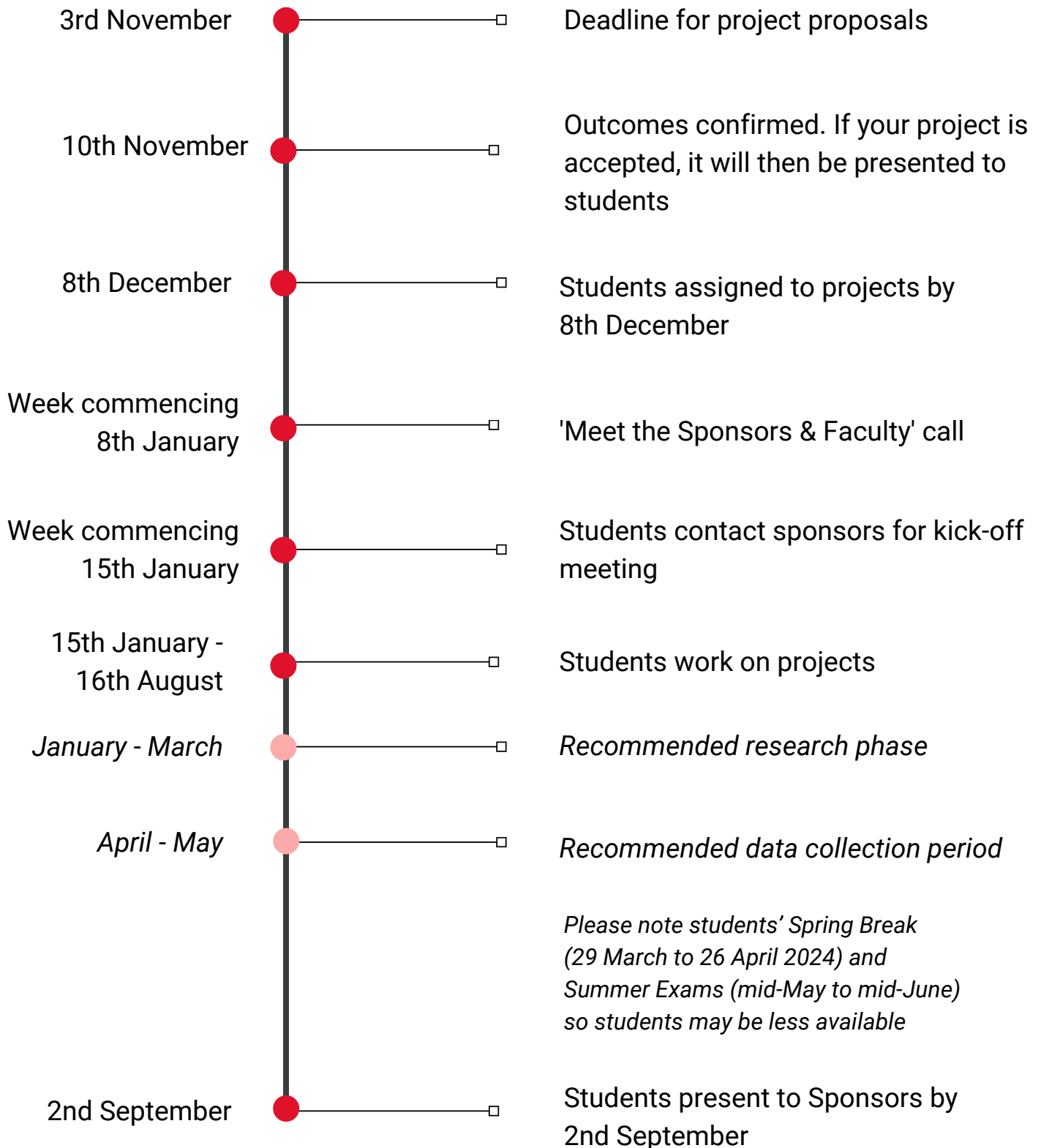
3 1-2 students will be assigned to a project.

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

5 Students present their project outcomes and business report to Sponsors, alongside a dissertation to Faculty.

Timeline 2023-24

3rd November	Deadline for project proposals
10th November	Outcomes confirmed. If your project is accepted, it will then be presented to students
8th December	Students assigned to projects by 8th December
Week commencing 8th January	'Meet the Sponsors & Faculty' call
Week commencing 15th January	Students contact sponsors for kick-off meeting
15th January - 16th August	Students work on projects
January - March	*Recommended research phase*
April - May	*Recommended data collection period*
	Please note students' Spring Break (29 March to 26 April 2024) and Summer Exams (mid-May to mid-June) so students may be less available
2nd September	Students present to Sponsors by 2nd September

Example projects

- Organisational transformation - what is required to really shift culture? – Global leadership consultancy

- Define diversity and inclusion metrics for the organisation based on benchmarks and strategy – Cosmetics company

- Team and employee pain points – Entertainments company

Click here for an example of a business project proposal

Student deliverables

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

- Submission of a final Business Report to your organisation highlighting the main research findings.

- A presentation delivered to your organisation illustrating the research process and key research findings.

What makes a successful project?

The best topics for an business project embedded in curriculum are those that are **important for the Sponsor but not urgent.** A team of students with access to LSE's research 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. The most successful projects are those that set clear and realistic goals, and provide sufficient guidance and assistance with the project **particularly in facilitating access to necessary data.**

Are there costs involved 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. We appreciate students may need to travel for kick-off meetings or the final presentation so we recommend keeping this to a limited number given their expense or to allow them the option to join virtually which is also inclusive.

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). Similarly, 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.

How can we protect company or sensitive information?

We can provide a standard Non-Disclosure Agreement for you, the students and the relevant faculty member involved in your project to sign. Alternatively, you can ask students to sign your own company agreement and they can obtain the 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 full responsibility for leading, planning and executing their project as this is essential to their learning. The most important aspect for you as Sponsor is to clearly define the problem you wish to investigate and then remain open to students' suggestions on how to find the answers/solutions. It is also crucial that you support them in gaining access to data sources (e.g. providing necessary internal data and helping them reach potential interviewees).

How regularly do you expect us to be in contact with the students?

While we expect students to work independently on their project, we hope Sponsors are flexible and keen to provide students the support they need. The ideal amount of contact depends on the organisation and project demands. Typically, groups meet or have calls with their Sponsor fortnightly, and 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 presentation / report for the project alongside teaching so you are not expected to have regular contact with their Faculty Coach. However, if you welcome Faculty Coaches and LSE colleagues to join your presentation, please send the details to the Employer Relations Manager who will coordinate LSE colleagues to attend. We are always keen for the wider department such as Careers and Programmes colleagues to see the fantastic collaborations between our students and Sponsors!

If there are any issues, please contact the Employer Relations Manager as your key point of contact and we can follow up directly with faculty and students, connecting you if necessary.

Do the 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 part of their curriculum and therefore covered under the provisions of their student visas. The project does not constitute an internship either, it is purely an educational collaboration.

How do students list these projects on their CV or LinkedIn?

Students have been informed that their project experience should be noted on their CV/LinkedIn as part of their education rather than work experience. We request that students should not use job titles such as 'consultant' or the company logo on any material that may be construed as employment.