

Work placements

for postgraduate human resource
management students



Welcome

Portsmouth Business School is very proud of its history of delivering excellent postgraduate human resource management programmes for over four decades and is a designated approved centre for the Chartered Institute of Personnel and Development (CIPD). In addition to delivering programmes in the United Kingdom, we have a highly successful track record of delivering HRM programmes in Moscow, Guernsey and the Cayman Islands.

We maintain links with organisations through our highly professional staff in the Portsmouth Business School Placements Office and the course leader. We have strong links with the Portsmouth Group of the CIPD, the Regional (Wessex) Branch CIPD and the CIPD (nationally).

Portsmouth Business School is also unique in that it is only one of a few centres nationally that run full-time postgraduate Diploma and Master's programmes in human resource management. This qualification confers both a University award and meets the knowledge requirements at postgraduate level for the CIPD. We are fortunate in recruiting graduates that are strong academically and who wish to pursue a career in human resources.

We have a large team of highly qualified lecturers who deliver postgraduate HR programmes, with 23 lecturers being Chartered Members or Fellows of the CIPD. The philosophy of the programme is geared around the understanding and application of both theory and practice, and demonstrates robust links to the CIPD Professional Standards for both knowledge and operational indicators.

The placement that our students experience provides a vital part of students' learning processes, allowing them to experience work on the front line, as well as provide 'consultancy' services for the organisation through applied pieces of work that may also contribute towards coursework (if need be, any such work can be listed as 'confidential' and treated accordingly). We carry out an audit of the student experience through dialogue with the placement organisation, so that maintenance and enhancement of standards takes place.

I trust that the information provided proves to be informative and useful.

Gary Rees
Director of Postgraduate HR Programmes

Employer and student

Owen L Gray

Human Resources Manager
NViro

'Working with the University of Portsmouth has given NViro the opportunity to truly analyse the way that many functions of the business operate, improving productivity and efficiency accordingly.'

Each placement student has been able to cast their fresh and well educated eyes over a number of operational issues, providing the company with new perspectives and revealing previously untouched remedies to a number of underlying causes.

In return, the company offers the placement student an excellent opportunity to apply their learning to practical scenarios, which helps bolster their CV and prepare them for life in modern business.

In essence, the experience has evolved into a mutually beneficial partnership, which we hope will continue long into the future.'



Yahya Alamari

KPMG Supervisor
People & Change Advisory
Saudi Arabia

'One of the great advantages of the placement was the ability to talk from experience rather than just classes and books. For example, in my first interview for an HR job after completing the course, I could not stop talking about what I had learned and developed during the three-month placement, and the interviewer, who was my HR manager after I got the job, commented: 'All of this in just three months!'

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Kathy Bowden Ellis
Equality and Diversity Manager
Hampshire Fire and Rescue Service

'Hampshire Fire and Rescue Service are pleased to work in partnership with Portsmouth Business School. We can see the benefits for the University's students and for ourselves. By facilitating two placements per year we are able to provide the opportunity for a student to come into our service and become fully immersed within our HR team.

We don't see them as students – they are provided with a full induction and the opportunity to really find out about our business – taking part in meetings and influencing decision making. We expect the participants to operate at an active level and give real exposure to the routine and not so routine issues that we face. We value the contribution they are able to make – bringing new and fresh insights into modern HR thinking.

In return, we have received some excellent management reports, with tangible recommendations that we have been able to use in positive ways. We believe we offer a truly worthwhile experience – a participant applied for and was successful in securing full-time employment with us.

Those benefits speak for themselves and in addition, Hampshire Fire and Rescue Service consider it important to influence the learning and development of human resource professionals – our workforce of the future.'

Claire Buckner
Recruitment and Diversity Specialist
Lockheed Martin UK



'Having assumed a number of roles within the HR function, I decided it was time that I embarked on gaining a professional HR qualification. I chose the University of Portsmouth Business School because it was a Centre of Excellence for the Human Resource Management Postgraduate Diploma. It had been some years since I had been in 'study mode' and I was really impressed with the support I received from lecturers, fellow students, library staff and the Academic Skills Unit, who read excerpts from my assignments and gave me valuable advice and guidance.

I took a sabbatical from my employer to study full time, which allowed me to complete the course in nine months. I have returned to work with new skills and experience, knowledge of the latest research and best practice, and a network of HR professionals I can call upon.'

Ceili Fitzgerald
Senior People Team Coordinator
Ernst & Young, Cayman Islands

'I was assigned to Highbury College for my work placement. My time there served as an invaluable insight into the operational and advisory function of a busy human resources department environment. Every reasonable effort was extended to allow me to take part and to witness first hand the demands on HR professionals from a range of specialty areas such as recruitment, training and development, and performance management.

Most importantly, the willingness of the HR and academic staff at Highbury was essential in allowing me to complete my Management

Report. It was a well rounded experience and one that I enjoyed thoroughly. I believe that regardless of where one is placed, if you approach your time at your placement with an open mind, a willingness to learn and get involved, this time will serve as a great opportunity for personal and professional development.

Although the time was short, I have been able to use and reference the experiences I encountered as reference points in job interviews as well as in my current day-to-day duties at Ernst & Young.'

Benefits to employers

Taking on a placement student can offer your organisation a number of benefits:

- As intelligent postgraduates they can offer a high level of skill and flexibility, applied knowledge from their studies, resourcefulness and enthusiasm.
- They have access, via their academic supervisors, to a range of highly qualified specialists at the Portsmouth Business School, who have extensive individual or organisational experience.
- They can help drive forward a particular project to which other employees may not have the time to devote. Some examples of recent projects include:
 - Staff turnover and retention
 - Critical evaluation of coaching strategy
 - Managing sickness and absence policies
 - Induction process
 - Career development opportunities
 - Critical evaluation of the effectiveness of selection techniques

The Placements Office

Our full-time students on the Postgraduate Diploma in Human Resource Management are required to undertake a short-term placement period in the personnel/human resources function of an organisation.

The Placements Office coordinates the placement process by matching students with employers. In terms of allocating students to placements, we ask students to complete a CV and a placement selection form.

Please note that placements on this programme are generally unpaid. We will be happy to tell you more and discuss your requirements. If you have never taken a placement student before and would like to talk the issues through in more detail, please contact the Placements Office using the contact details below.



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