



THE LONDON SCHOOL  
OF ECONOMICS AND  
POLITICAL SCIENCE ■

# MSC HUMAN RESOURCES AND ORGANISATIONS

## LINKS SCHEME

For more than 30 years, LSE has teamed up with leading organisations in the commercial, public and not-for-profit sectors to enable students in MSc Human Resources and Organisations to conduct applied research projects.

As an essential part of their professional education, participating students research a topic suggested by their host organisation using a case-study approach that entails gathering and analysing data, and producing a Business Report for the organisation, alongside a dissertation for LSE.

Host organisations gain access to independent research and analysis on a people-related issue that is of practical importance for them. Past projects have addressed a wide range of people-related issues at leading organisations in all activity sectors including:

**Project example 1: *Mining company***

Global and International mobility - expats benefits

**Project example 2: *Consultancy***

The impact of robotic process automation on the future of HRM

**Project example 3: *Consultancy***

Explaining differences in employee engagement across business units

**Project example 4: *Engineering and Construction***

Inclusion and progression of women in engineering

**Project example 5: *Oil***

Retention in the oil industry during global economic change



## SCHEME TIMELINE

Research projects are outlined during the autumn. Students are assigned to projects in January and research is conducted between January and September.

**September- November**

LSE contacts potential host organisations and assists in developing a research project brief

**December**

'Meet the Sponsors' event

**Early January**

Sponsors interview students (optional). Students are allocated to projects.

**February-July**

Research undertaken (NB students unavailable over exam period in May-June)

**August - September**

Project finalised, dissertation and business report prepared for submission

## FAQS

### Who are the students? What is their programme of study?

The MSc Human Resources and Organisations 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 scheme provides a unique bridge between theory and practice, which the Links scheme emphasises. All students gain core knowledge in the general foundations of HR management and strategy. Additionally, they are able to develop their learning into three distinct streams, offering the opportunity to specialise according to their specific career goals and interests: Human Resource Management, International Employment Relations and Organisational Behaviour.

The programme attracts a diverse range of students each year, from a wide variety of employment backgrounds and international locations. Although the programme is designed to be accessible to pre-career applicants, many of our students have prior experience in HRM and other corporate functions.

### What are the benefits to host organisations?

Sponsors gain useful insight from our students' research. They can also use the Links scheme as a way to spot and test talent to cover their future recruiting needs. Finally, sponsors often see their participation as a way of supporting future members of their professional community, LSE, and higher education in general.

Links contacts in organisations are invited to multiple seminars and networking events conducted at LSE throughout the year.

### What are the costs?

Students do not receive pay, but occasionally companies offer research/travel expenses. In order to meet the expectations of an academic dissertation, project teams need access to existing data or permission to run surveys or interviews. Some staff time is needed to guide the student and their project.

### What makes a successful project?

The best topics for a Links research project are those that are important for the host organisation, 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 further action and debate on these sorts of topics within the host organisation.

The most successful Link projects are those that:

- Set clear and realistic research goals.
- Provide sufficient guidance and assistance with the project, particularly in facilitating access to the necessary data.

### How are students allocated to projects?

Available projects are advertised to students at the beginning of December, followed by a 'Meet the Sponsors' event. Students then apply for a maximum of three projects through the Programme Team. Sponsor organisations are given the opportunity to select their preferred candidates from the applications they receive, including interviews during early January. Taking these into consideration, the Programme Team allocates students to projects by mid-January.

### Organisations that have participated in recent years include:

ACAS, Accenture, Barclays Capital, British Gas/Centrica, Costain, EY, KPMG, Legal & General, Living Wage Foundation, Mencap, Pearson, Premier Oil, Random House, Rio Tinto, Royal Bank of Scotland, Selfridges, Standard Chartered Bank, Thomson Reuters, Willis Towers Watson, United Utilities.



## FURTHER INFORMATION

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