

POSTGRADUATE PERSONAL STATEMENT EXAMPLE

HUMAN RESOURCES

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Personal Statement Example: Human Resources

I believe companies need to be employee-centred, as keeping them satisfied, motivated and personally engaged can create immense value for any organisation. Effective human resource management strategies are therefore crucial to business success. However, my intern experience at the Slater-Marshall accounting firm illustrated that HRM often fails to achieve these challenging goals. The reasons are two-fold. Foremost, many small and medium-sized companies have a misperception of recruitment, regarding it simply as a KPI tool instead of finding talents that match their development needs. As a result, time and resources are wasted on candidates who are not a good match for the company. Worse still, many HRBPs are not shrewd or experienced enough to identify the breadth of talent needed by their companies. HRM also loses its effectiveness when it fails to use proven physical and psychological means to provide a fair and encouraging working environment and subsequently incentivise employees.

First-hand experience of these kinds of issues triggered my curiosity regarding contemporary strategies used when empowering companies to employ a sound human resource management system. How can HRM lead to organisation change? How can I develop professional HRM techniques, release their full potential and create harmonious industrial relationships? The desire to equip myself with the relevant understanding and skills is the driving factor behind my application to this MSc Human Resources and Organisations (HRM Stream) programme at the University of Buckley.

This particular course resonates strongly with my career goal of helping traditional enterprises establish enhanced human resource management systems. Your programme offers a variety of opportunities that will aid me in developing a complete grasp of human resource management theory from the perspectives of corporate strategy, business analysis and organisational management. For instance, the *Management of People in Global Companies* course will afford me a transformative perspective on leadership. This knowledge will assist me significantly when transforming outdated models of human resource management in enterprises lacking advanced human resource awareness. Furthermore, the

Business Strategy, Management and Analytics course will be of exceptional professional value thanks to its cross-disciplinary approach, which will offer me a solid grounding in the comprehensive understanding of management theory, theory of the firm, business strategy, accounting and finance. Professor Sara Blake's research on organisational behaviour and leadership is incredibly inspiring and aligns perfectly with my goal of strengthening leadership in traditional businesses. I look forward to learning from her and contributing to future projects.

Majoring in Accounting and Finance as an undergraduate, my dedication to my studies earned me several awards and ranked me top among my peers. Excelling in courses such as *Theory of Firm*, *Introduction to Managerial Accounting* and *Business Law*, I acquired a spectrum of theoretical understandings which underpin HRM. I have independently investigated the organisational role of HRM by exploring Dave Ulrich's HR model and the six segments of HR management, examining their adoption by companies of different scales. I have learnt that the role of HRM is to identify the kinds of human resources needed by the companies and allocate those resources wisely to maximise productivity and profitability. Consequently, I regard HRM as a people-oriented sector. This makes understanding human behaviours and psychology in the workplace particularly important for industry practitioners. Studying on the *Introduction to Managerial Accounting* course, I was informed that how money is distributed within an organisation is crucial since it determines whether employees' incentives can be fully realised. Thus, establishing a sound salary and welfare system is of great importance. Different people and contrasting organisations have various demands, but a successful compensation and welfare system balances these two demands and activates the organisation's motivation. My most significant gain from this course is that many aspects of HRM, including setting different KPIs, performance monitoring and well-being management, are based on developing an accurate understanding of employee behaviour patterns. This can lead to a win-win situation in which companies can fully tap into employee value, and workers receive appropriate remuneration and opportunities for progression. Additionally, knowledge of labour laws and regulations has familiarised me with the rights and duties of employers and employees, which will be of great value to me as a graduate student.

Beyond the classroom, I have operationalised my theoretical knowledge in real-life practice. Interning at the Scorpio Real Estate Development Co, I assisted with the entry procedures for new staff and witnessed the career development of numerous employees from varying departments. Observing the recruitment patterns and preferences of different types of organisations, I observed that state-owned companies tend to recruit talent and offer higher salaries and better entitlements to maintain a low turnover rate and stable employee structure. By contrast, foreign and internet companies attach less importance to stability and focus more on talent creativity. My knowledge of HRM models and labour economy inspired me to think that these differences in recruitment strategy may arise from the varying nature, management structure and strategic positioning of each enterprise. I aim to develop my understanding of these differences during my master's research.

Moreover, this internship taught me that approaches to HRM are constantly being adjusted and adapted based on practical experience. For instance, the Scorpio Real Estate Development Co is an established business. An established company's policies and incentives allow its employees to be more aware of the steps needed for advancement and long-term growth. After many decades, the organisational structures of big firms stabilise, and roles become formalised and repetitive. This implies that employees should simply

repeat previous tasks and rely on the company's existing operational system, but this approach can cause workers' inventive talents to diminish with time.

More positively, many well-known multinational corporations are now devoting more resources to employee training in order to address these issues. It is my intention to place myself at the forefront of this burgeoning field after graduating and apply the skills and knowledge gained from this course to play a critical role in revolutionising the value and application of human resources management in a global setting. I have complete confidence in both your esteemed academic programme and in my capacity to perform outstandingly as a purposeful and positive member of your faculty community.

