



UNIVERSITY OF  
**MALAWI**  
E C A M P U S

100% Online

Unlock Your Potential with  
a PhD in Strategic Human Resource Management

## PhD in Human Resource Management



### Short Description

Elevate your career and contribute to the future of HRD through groundbreaking research and advanced education.



### Your Career

- **Professor:** Inspire and educate future HR professionals.
- **Researcher:** Pioneer new HRM theories and practices.
- **Consultant:** Provide expert guidance to organizations seeking HRM solutions.
- **Policy Influencer:** Shape HRD policies and practices on a national and global scale.
- **Innovator:** Drive innovation in HRM practices within organizations and academia.



### Overview

The 100% Online Doctorate of Philosophy in Strategic Human Resource Management (PHDH) is a pioneering program tailored for individuals eager to make substantial contributions to the field of human resource development. Whether you aspire to become a professor, researcher, consultant, or policymaker, this program will equip you with the knowledge and skills needed to lead and innovate in HRD practices.



### Learning Outcomes

- **Conduct Original Research:** Develop the ability to conduct high-quality research in HRM, paving the way for new insights and solutions in the field.
- **Advance HRM Theories:** Gain a deep understanding of HRM theories, allowing you to critically assess and contribute to the discipline's theoretical foundation.
- **Leadership Development:** Cultivate leadership skills to lead HRM initiatives, influence policy decisions, and drive innovation within organizations and academia.
- **Critical Thinking:** Hone your critical thinking skills to evaluate HRM practices, policies, and strategies from diverse perspectives, offering valuable insights for improvement.
- **Global Perspective:** Embrace a global outlook by studying international HRM practices and cross-cultural considerations, preparing you to manage human resources in a globalized world.
- **Interdisciplinary Approach:** Integrate insights from multiple disciplines to address complex HRM challenges, fostering innovative solutions.
- **Research Application:** Apply research skills to identify creative approaches to HRM issues, ultimately advancing organizational and societal goals.

## Core Modules

A list of core modules is shown below, a student needs to take all the modules



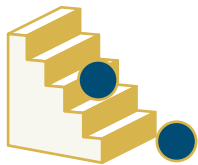
- RES 701:** Doctoral Quantitative Research
- RES 702:** Seminar in Organizational Theory
- RES 703:** Doctoral Qualitative Research
- RES 704:** Seminar in Cross Disciplinary Decision Making
- RES 705:** Seminar in Academic Writing and Publishing
- RES 721:** Seminar in Human Resource Development Strategy
- RES 722:** Seminar in Measurement, Evaluation, Training and Development in Human Resource
- RES 901:** Thesis Part I – Doctoral Research Practicum
- PHD 900:** Thesis Part II – Doctoral Dissertation Report

## Elective Modules

A full list of these modules is as follows, a student will select any three of the following

- RES 723:** Seminar in Leadership and Ethics in HRD
- RES 724:** Seminar in Structural Equation Modeling
- RES 725:** Seminar in Emerging Research Topics in HR
- RES 732:** Seminar in Investments, Future Markets and Portfolio Theory
- RES 733:** Seminar in Forensic Accounting
- RES 735:** Seminar in Emerging Research Topics in Accounting and Finance

## Admission Requirement



Admission is limited to candidates with a Master's degree in Business Administration, Business Management, Leadership, Professional Management, or related fields from credible institutions.

Degrees from non-UNIMA or foreign universities must undergo verification through the National Council of Higher Education (NCHE), taking approximately 2 weeks and costing MWK 75,000. This process is the student's responsibility and applies to both current and prospective students.

Malawian students must provide a National ID, and international students must present a passport.

## Shape The Future

Join us in shaping the future of Human Resource Management. Enroll in the PHDH program and unlock your potential today.



If you have any questions we're here to help.

University of Malawi, Chirunga Road, Zomba,  
Malawi, Central Africa, P.O Box 280

+265 (0)1 524 222

[admissions@unima.ecampus.ac.mw](mailto:admissions@unima.ecampus.ac.mw)

<https://unima.ecampus.ac.mw>

<https://astrialearning.com>

