

# COURSE SPECIFICATION

## MSc in Human Resource Management

Course Aim and Title	MSc in Human Resource Management
Intermediate Awards Available	Postgraduate Certificate in HRM Postgraduate Diploma in HRM
Teaching Institution(s)	UEL
Alternative Teaching Institutions (for local arrangements see final section of this specification)	
UEL Academic School	Royal Docks Business and Law School
UCAS Code	
Professional Body Accreditation	Chartered Institute of Personnel and Development (CIPD)
Relevant QAA Benchmark Statements	<i>The QAA Type 1 Specialist Masters Degree</i>
Additional Versions of this Course	
Date Specification Last Updated	

### Course Aims and Learning Outcomes

This course is designed to give you the opportunity to:

- Gain the knowledge, understanding and key skills-set required by HR professionals working in diverse local, national and global organizations
- Understand and proactively recognise how contemporary knowledge can be used in HR interventions to add value to organisations and wider stakeholders.
- Manage complex global business issues from an HR perspective in a systematic creative manner and make sound judgements and action plans

What you will learn:

#### **Knowledge**

- Understanding of theoretical, strategic and policy issues impacting the management of people in the local, national and global context
- Critical awareness of pace of change within local, national and multinational organizations and strategies to manage change
- Critical awareness of the core knowledge required to be a HR professional in a local, national or global context, including business acumen, organisational

development and change, managing culture and behaviour, digital working and analytics.

### **Thinking skills**

- Analysing, synthesising and solving complex business issues from an HR perspective
- Locate theoretical knowledge within the context of professional experience and reflect on preconceptions and subjectivity to manage complex situations holistically
- Recognise and address ethical dilemmas, corporate social responsibility and sustainability issues, applying ethical and organisational values to situations and choices

### **Subject-Based Practical skills**

- Select appropriate leadership style for different situations and to support others to do the same
- Utilise individuals' contributions in group processes and to negotiate and persuade or influence others
- Develop HR strategies to improve organisational performance in differing contexts, using situational decision-making and insights from research

### **Skills for life and work (general skills)**

- Conduct applied research into business and management issues through research design, data collection, analysis, synthesis and reporting
- Working with others inclusively to develop HR solutions for both internal and external stakeholders
- Reflect on and learn from prior experience and integrate new knowledge with past experience and apply it to new situations

## **Learning and Teaching**

All modules will comprise of a combination of interactive lectures and participative HR competency development workshops and seminars. Face-to-face learning will be supported by comprehensive on-line support with all resources used on the modules available electronically. In accordance with the main aims of the course the learning environment is highly participative and student-led. Teaching on modules is designed for students to share their learning and ideas and values that have shaped their understanding and application of key theories and techniques. Students are encouraged to give each other feedback in the competency development workshops and seminars, after receiving coaching from tutors in giving effective and supportive feedback. It is recognised that many of the students on the course bring a wealth of HR and people management experience and students have strengths in different areas of practice and theoretical knowledge. As such, students will be encouraged to form Action Learning Sets both within and

outside of class so they can benefit from each other's varied practitioner and academic experience. Group work will be key feature of learning activities in order to address the main aims of the course, which include improving decision making and performance within multi-cultural teams.

As reflective practice and continuous development are essential competencies for an effective HR practitioner both activities are built into learning activities. To illustrate; at the end of seminars and workshops students will be encouraged to reflect on the practitioner and theoretical knowledge gained. Students will be encouraged to maintain a learning and continuous professional development log whilst on the course. The logs will include reflection on the students own learning and how they can apply their learning to support the careers and leadership development of others both on the course and in organizations they work for. Specific learning outcomes will be addressed in the following ways;

### **Knowledge is developed through**

- Lectures and seminars
- Guided reading
- Knowledge-based activities with feedback

### **Thinking skills are developed through**

- Reflective activities with feedback
- Competency development workshops
- Online discussions and activities
- Action learning sets

### **Practical skills are developed through**

- Leadership competency and skills development workshops
- Preparing for employment tribunal and mock tribunal
- Investigating business issues from an HR perspective

### **Skills for life and work (general skills) are developed through**

- Group and project-based learning
- Strategic thinking and planning
- Formulating managerial recommendations and costed action plans from case studies

## Assessment

### **Knowledge is assessed by**

- Case study analysis and reports
- Individual reflections
- Continuing professional development plans

### **Thinking skills are assessed by**

- Individual reflections
- Continuing professional development plans
- Independent applied business research and report

### **Practical skills are assessed by**

- Individual reflections
- Case study analysis and report
- Competency development workshops

### **Skills for life and work (general skills) are assessed by**

- Individual applied business research Report
- Continuing professional development (CPD) report
- Individual Reflections

Students with disabilities and/or particular learning needs should discuss assessments with the Course Leader to ensure they are able to fully engage with all assessment within the course.

## Work or Study Placements

There are no compulsory placements or internships on this course, as many students are already in professional careers. Where students are seeking work experience or internships opportunities they are supported in this by the course team. Students applying for internships, placements and other forms of work experience will also be supported by UEL's career service and career coaches. The placements are not guaranteed and will often involve an external competitive process. Students can as part of the module Applied Business Report conduct a work-based assignment. Otherwise students will explore their current and previous professional and work and organisational experiences in the context of completing CPD and applied assessments on the course.

## Course Structure

All courses are credit-rated to help you to understand the amount and level of study that is needed.

One credit is equal to 10 hours of directed study time (this includes everything you do e.g. lecture, seminar and private study).

Credits are assigned to one of 5 levels:

- 3 Equivalent in standard to GCE 'A' level and is intended to prepare students for year one of an undergraduate degree course.
- 4 Equivalent in standard to the first year of a full-time undergraduate degree course.
- 5 Equivalent in standard to the second year of a full-time undergraduate degree course.
- 6 Equivalent in standard to the third year of a full-time undergraduate degree course.
- 7 Equivalent in standard to a Masters degree.

Courses are made up of modules that are each credit weighted.

The module structure of this course:

<b>Level</b>	<b>Module Code</b>	<b>Module Title</b>	<b>Credit Weighting</b>	<b>Core/Option</b>	<b>Available by Distance Learning? Y/N</b>
7	HR7016	Employee Relations. Practices and Law	30	Core	N
7	HR7017	Global HRM, Leadership and Teams	30	Core	N

7	HR7018	Knowledge Management, Metrics and Quantitative Data	30	Core	N
7	HR7019	Mental Wealth and the HR Professional	30	Core	N
7	HR7020	Organisational Development and Research	30	Core	N
7	SG7002	Applied Business Project	30	Core	N

Additional detail about the course module structure:

A core module for a course is a module which a student must have passed (i.e. been awarded credit) in order to achieve the relevant named award. An optional module for a course is a module selected from a range of modules available on the course.

The overall credit-rating of this course is 180 credits. If for some reason you are unable to achieve this credit you may be entitled to an intermediate award, the level of the award will depend on the amount of credit you have accumulated. You can read the University Student Policies and Regulations on the UEL website.

### Course Specific Regulations

If students are seeking CIPD membership from undertaking the course, exemptions for modules previously studied will need to map onto the learning outcomes of the CIPD Advanced Level 7 HRM qualification. Exemptions for prior learning will need to be approved by the CIPD. As a consequence of the CIPD approval for this course students will not be eligible for Pass Compensate Decision at Assessment boards. Students seeking CIPD membership must also pass all required assessment components in order to pass a module.

### Typical Duration

It is possible to move from full-time to part-time study and vice-versa to accommodate any external factors such as financial constraints or domestic commitments. Many of our students make use of this flexibility and this may impact on the overall duration of their study period.

The duration of this course is one calendar year full-time if enrolment is in September, and two calendar years part-time. For February enrolment, the duration becomes 12 months full time, and 24 months part-time. The time limit for completion of a course is four years after first enrolment on the course.

#### Further Information

More information about this course is available from:

- The UEL web site ([www.uel.ac.uk](http://www.uel.ac.uk))
- The course handbook
- Module study guides
- UEL Manual of General Regulations (available on the UEL website)
- UEL Quality Manual (available on the UEL website)
- School web pages

All UEL courses are subject to thorough course approval procedures before we allow them to commence. We also constantly monitor, review and enhance our courses by listening to student and employer views and the views of external examiners and advisors.

#### Additional costs:

To achieve the CIPD Associate or Chartered Membership status on completion of this course student will need to pay and become a Student member of the CIPD. This fee is payable directly to the CIPD.

#### Alternative Locations of Delivery

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