

Programme Specification: Postgraduate Certificate, Postgraduate Diploma and MSc in International Human Resource Management

Date of Publication to Students 2011

NOTE: This specification provides a concise summary of the main features of the course and the learning outcomes that a typical student might reasonably be expected to achieve and demonstrate if s/he takes advantage of the learning opportunities that are provided. More detail on the specific learning outcomes, indicative content and the teaching, learning and assessment methods of each module can be found (1) at <http://www.bcu.ac.uk/bcbs>, (2) in the Module Specifications and (3) in the Student Handbook.

The accuracy of the information contained in this document is reviewed by the University and may be checked within independent review processes undertaken by the Quality Assurance Agency.

Awarding Institution / Body:	Birmingham City University
Teaching Institution:	Business School
Interim Awards and Final Award:	Postgraduate Certificate, Postgraduate Diploma and MSc in International Human Resource Management
Programme Title:	MSc in International Human Resource Management
Main fields of Study:	Leading, managing and developing people; HRM in context; learning and development; managing employment relations; resourcing and talent management; skills for HRM practice and employment law or reward management
Modes of Study:	Full-time over one year of study
Language of Study:	English
UCAS Code:	Not applicable
JACS Code:	

Professional Status of the programme (if applicable):

The programme is designed to meet the requirements of the Chartered Institute of Personnel and Development and is accredited for the Institute's Advanced Diploma in HRM. This provides the prerequisite knowledge for progression to Chartered Member CIPD with evidence of professional practice.

Relevant subject benchmark statements and other external reference points used to inform programme outcomes:

- The QAA's award descriptors for Postgraduate level qualifications
- The University's award descriptors for Postgraduate level qualifications
- The QAA's Subject Benchmark statement for Business and Management (2007) <http://www.qaa.ac.uk/academicinfrastructure/benchmark/statements/BusinessManagementMasters.asp>
- The Chartered Institute of Personnel and Development Professional Standards <http://www.cipd.co.uk>

Programme philosophy and aims

Explain the overall approach adopted by the programme and how it leads to the aims shown below

The aims of the programme are to:

Develop the knowledge and skills of full-time students who are seeking to enter careers as HR practitioners in a variety of organisations in the UK and globally. The programme is structured to gain accreditation of the Advanced Diploma of the Chartered Institute of Personnel and Development. This is the pre-requisite qualification to become a Chartered member of the Institute. The process and content of the programme has an emphasis on practice (based on theory) and will take a critical perspective on both current practice and likely future developments.

The programme enables students to progress to PhD; DBA and other research-based qualifications.

Intended learning outcomes and the means by which they are achieved and demonstrated:

Learning Outcomes

Postgraduate Certificate:

1. To demonstrate systematic knowledge and understanding of contemporary research evidence on effective approaches to HRM and HRD practice
2. To critically appraise relevant knowledge and understanding of organisations; how they operate and how they are managed and how contextual factors impact on organisations and decision-making.
3. To demonstrate competencies in the application of resourcing and talent management strategies in appropriate situations
4. To evaluate and apply the knowledge and skills required for the effective management employment relations in organisations

Postgraduate Diploma:

1. To apply the concepts and techniques of HRM internationally to enable practitioners to make a significant contribution to an organisation's success in a global context.
2. To develop and critically evaluate the skills of people management for the practice of HRM.
3. To demonstrate the competencies required for the application of learning and development strategies in appropriate situations
4. To formulate accurate and appropriate advice on legal aspects of employment
or
5. To critically appraise the knowledge and skills required to design and implement reward management in organisations

Masters award:

1. To critically assess a range of research methodologies and different approaches to research
2. To diagnose and investigate a live business issue from an HR perspective that adds value to the organisation
3. To be able to reflect on and learn from professional experience and to be able to integrate new knowledge with past experience and apply it to new situations.

Learning teaching, and assessment methods used

A variety of teaching and learning methods are employed with the aim of making participants' learning active and engaging. An experiential learning approach, through active learning techniques, applied research; critical reflection and process facilitation are features of the teaching-learning strategy. Role plays are a particular feature of the learning strategy within the classroom. Students also work individually and in teams, researching HR issues in a variety of contexts and

participants learn experientially through researching real organisation issues.

Programme structure and requirements, levels, modules, credits and awards

The structure of the course, the modules and the awards which can be gained are shown in the diagram below. At the PG Certificate and PG Diploma stages each module is 15 level 7 credits.

MSc International HRM

Course Diagram (modules directly aligned to CIPD standards are designated by shading)

Term 1 – Postgraduate Certificate

Leading, Managing and Developing People Frank Preen 15 level 7 credits	HRM in Context Richard Frost 15 level 7 credits	Resourcing & Talent Management Alison McPherson 15 level 7 credits	Managing Employment Relations John Kimberley 15 level 7 credits	TOTAL 60 LEVEL 7 CREDITS
--	---	--	---	---



Term 2 – Postgraduate Diploma

Learning and Development Alison McPherson 15 level 7 credits	International Personnel & Development Vanessa Clarke 15 level 7 credits	Skills Development F Preen 15 level 7 credits	Employment Law Sukhwinder Salh 15 level 7 credits	Reward Management Frank Preen 15 level 7 credits	TOTAL 60 LEVEL 7 CREDITS
--	---	---	---	--	---



Term 3 – Masters stage

Research Methods Frank Preen 15 level 7 credits	The Business Report Frank Preen 45 level 7 credits	TOTAL 60 LEVEL 7 CREDITS
---	--	---

Support for Learning including Personal Development Planning (PDP)

Students are encouraged to identify, and with guidance, to reflect on their own learning needs and are offered the following support as appropriate to meet those needs:

Throughout the programme students will be encouraged to reflect on their learning by means of formative and summative assessment. In the *Leading, managing and developing people* module at the start of the programme they will be introduced to reflective practice and the CIPD's requirement for CPD (Continuing Professional Development) which incorporates reflection on learning and planning for future development.

Within the Business report reflective practice will be developed through tutor facilitation of the project.

Criteria for admission

Candidates must satisfy the general admission requirements of the programme.

The current admission requirements can be found under the 'Entry Requirements' tab of the web page for this course.

Methods for evaluation and enhancement of quality and standards including listening and responding to views of students

- Individual module evaluation by students, staff and, where appropriate, stakeholders
- Regular review of VLE content and usage
- Review of teaching support (texts, cases etc)
- Annual review of modules by module leaders
- Annual course evaluation reports and action plans
- Annual monitoring process
- Peer observation of teaching
- Individual performance reviews
- External examiners' comments and formal reports
- Student representatives' feedback to Boards of Studies
- Consideration of the minutes of Boards of Studies by Academic Standards and Quality Enhancement Committee
- Approval and review and re-approval events
- The Postgraduate Student Experience Survey
- Course development day