***MA/PG Dip International Human Resource Management***

Programme Specification



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| **1. Programme title** | MA International Human Resource Management |
| **2. Awarding institution** | Middlesex University |
| **3. Teaching institution** | Middlesex University |
| **4. Programme accredited by** | Chartered Institute of Personnel and Development (CIPD) |
| **5. Final qualification** | PGDip/MA International Human Resource Management |
| **6. Academic year** | 2011- 2012 |
| **7. Language of study** | English |
| **8. Mode of study** | Full Time/Part-Time |
| **9. Criteria for admission to the programme** | |
| An honours degree (1st or 2nd class), or equivalent, in any discipline from a British university or a recognised overseas equivalent. Alternatively students with relevant experience can be admitted if supplemented by the passing of the Advanced Diploma in Personal and Professional Development or equivalent.  Students whose first language is not English will need to demonstrate English Language proficiency in addition to the other entry requirement. A minimum score of 6.5 in IELTS or a TOEFL score of 575 for the written test or 230 for the computer test, or a recognised equivalent qualification must be obtained. | |
| **10. Aims of the programme** | |
| The programme aims to:   * Equip its graduates with the knowledge, skills and competence to a level where they can make a professional and strategic contribution to an organisation’s management of its human resources in an international context. * Provide core business subjects relevant to international human resource management * Develop a practical understanding of, and relevant skills in, functional human resource management areas. * Explore key aspects of the globalisation process in driving human resource issues in contemporary organisations. | |

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| **11. Programme outcomes** | |
| 1. **Knowledge and understanding**   A1 The core business areas and their relationship to human resource management  A2 The context of the management of people in an organisation  A3 The theory, policy and practice of human resource management  A4 Human resource management concepts, models, and ideas matched directly to CIPD professional standards  A5 Concepts, models and theories from academic and professional literature focussing on globalisation or international comparative studies. | **Teaching/learning methods**  Students learn cognitive skills through workshops sessions, practical exercises, conducting research both as a part of the module outcomes and the coursework.  **Assessment Methods**  Students’ knowledge and understanding is assessed by group and individual coursework and unseen examinations and in reflective skills are developed through the maintaining of a record of learning and development throughout the programme. |
| **B. Cognitive (thinking) skills**  B1 Demonstrate the stages of the critical thinking process  B2 Use a variety of methods to analyse business and human resource situations in the workplace  B3 Apply the research process to an international business issue from an HRM perspective | **Teaching/learning methods**  Students learn cognitive skills through workshops sessions, practical exercises, conducting research both as a part of the module outcomes and the coursework.  **Assessment Method**  Students’ knowledge and understanding is assessed by group and individual coursework and unseen examinations and in reflective skills are developed through the use of a record of learning and development throughout the programme. |
| **C. Practical skills**  C1 Demonstrate development of specific professional skills in human resource management for application in the workplace.  C2 Demonstrate personal and managerial effectiveness skills to provide a springboard for subsequent personal and professional development  C3 Demonstrate the development of research skills  C4 Demonstrate writing skills | **Teaching/learning methods**  Students learn professional, personal and practical skills through a series of developmental workshops which form part of the core modules. For full-time students, exposure to real organisations will be provided with opportunities for reflection while part-time students will reflect on their learning in their workplace experience. Methods will include visits, consultancy assignments, role-play, syndicate exercises, live interviewing practice, and research methods sessions and the use of a record of learning and development throughout the programme  **Assessment**  Students’ professional practical and personal skills are assessed by group and individual coursework and reports, the preparation of a record of learning and development, and a dissertation. |
| **D. Graduate skills**  D1 Work effectively as a member of a group  D2 Communicate and present an argument both in writing and orally  D3 Manage time effectively  D4 Take responsibility for own learning  D5 Use learning resources effectively  D6 Demonstrate critical self-reflection  D7 Demonstrate effective use of ICT  D8 Undertake continuous professional development | **Teaching/learning methods**  Students learn key transferable skills throughout the teaching and learning programme.  **Assessment**  Students’ key transferable skills are assessed by group and individual coursework and reports, oral presentations, examinations, feedback on seminar and workshop sessions and the use of a record of learning and development throughout the programme. |
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| **12. Programme structure (levels, modules, credits and progression requirements)** | |
| **12. 1 Overall structure of the programme** | |
| The programme is studied one year full time or two years part time. Full-time PG Dip/MA students study four modules in the year and part-time students study two modules in each year.  There are three core modules at MA level, these being International Strategic Human Resource Management HRM 4015, The Organisation in International Context, HRM4020 and Research and Professional Practice in HRM, HRM 4030*.* As well as these, students study two further option modules and complete a Dissertation.  For the Post Graduate Diploma in International HRM, students study three core modules International Strategic Human Resource Management HRM 4015, The Organisation in International Context, HRM4020 and Research and Professional Practice in HRM, HRM 4025. As well as these students study one further option module and complete an Applied Management Research Report.  At the end of the taught component of the programme, full-time students will complete the management research report/dissertation based on an agreed organisation. For part time students their own workplace provides the opportunity to research leading to the management report/dissertation.  The programme is divided into study units called modules and each module has a credit value of 30 credits. The Dissertation has a credit value of 60 credits. Each module has an identification code, which is a combination of letters and digits. The first three letters of the code indicate the subject area and the first digit of the module number indicates the level of the module e.g. HRM4010 indicates Human Resource Management at level 4. A summary outline for each module, known as a Module Narrative is provided at the end of the Programme Handbook.  The academic provision of the University is based on credit accumulation. Students accumulate credit points by passing modules in order to gain the awards of the University. To gain a CIPD accredited Postgraduate Diploma 120 credits and for a CIPD accredited MA degree a student must gain 180 credit points at level 4. | |

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| **12.2 Levels and modules**  **Starting in academic year 2010/11 the University is changing the way it references modules to state the level of study in which these are delivered. This is to comply with the national Framework for Higher Education Qualifications. This implementation will be a gradual process whilst records are updated. Therefore the old coding is bracketed below.** | | |
| **Level 7 (4)** | | |
| **MA HRM** | | |
| COMPULSORY | OPTIONAL | PROGRESSION REQUIREMENTS |
| Students must take all 3 of the following:  HRM4015 International Strategic HRM  (30 credits),  HRM4020 The Organisation in International Context  (30 credits)  HRM4030 Research and Professional Practice in HRM - (60 credits) | Students must also choose 2 from the following: (including at least one with \*)  \*HRM4040 Total Reward (30 credits)  \* HRM4045 Employee Relations and Engagement (30 credits)  \*HRM4050 Resourcing and Management Development (30 credits)  \*HRM4055 Individual Learning and Development (30 credits)  \*HRM4060 Learning and Management Development (30 credits)  HRM4070 People Management for the Diverse Workforce (30 credits)  HRM4075 The Resilient Workplace (30 credits)  HRM4080 Sustainability and HRM (30 credits)  HRM4085 HRM and Public Policy (30 credits) HRM4370 Globalisation and Work (30 credits) | Students must pass all five modules to gain accredited qualification. |

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| ***12.3 Non-compensatable modules (note statement in 12.2 regarding FHEQ levels)*** | |
| ***Module level*** | ***Module code*** |
| 7 (4) | In order to gain CIPD accredited status, compensation cannot be granted for any modules. Exceptionally students may be allowed one additional reassessment opportunity to fulfil the learning outcomes matched against the CIPD professional standards. |
| **13. A curriculum map relating learning outcomes to modules** | |
| See Curriculum Map attached. | |
| **14. Information about assessment regulations** | |
| University and School Assessment Regulations apply to this programme. There are no exceptions to the regulations. | |

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| **15. Placement opportunities, requirements and support (if applicable)** | |
| Employer engagement is essential for completion of the management report/dissertation element of the programme. Students may gain this through a range of approaches ranging from an internship through to access to an organisation in order to conduct an in-company HR investigation. Dedicated support is available for this. | |
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| **16. Future careers (if applicable)** | |
| This programme is specifically designed to (1) allow the graduating student to begin a career in the field of human resource management with a multinational organisation or (2) for an overseas student already in an early stage career position in human resource management to develop their knowledge to progress their career further or (3) for the more experienced HR practitioner in a multinational organisation to further advance their career and enable them to apply to the CIPD for Chartered Member status. | |
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| **17. Particular support for learning (if applicable)** | |
| * Dedicated programme support team * English Language support * Learning Resources * Learner Development Unit * Personal and professional development sessions * Programme Handbook and Module Handbooks * Induction and orientation programme * Access to student counsellors * Myunihub on-line learning environment * Student e-mail and internet access * Visiting speakers | |
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| **18. JACS code (or other relevant coding system)** |  |
| **19. Relevant QAA subject benchmark group(s)** | Business and Management |
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| **20. Reference points** | |
| Matched to CIPD Professional Standards, Chartered Management Institute and QAA Business and Management postgraduate benchmark standards | |
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| **21. Other information** | |
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Please note programme specifications provide a concise summary of the main features of the programme and the learning outcomes that a typical student might reasonably be expected to achieve if s/he takes full advantage of the learning opportunities that are provided. More detailed information about the programme can be found in the student programme handbook and the University Regulations.

**Curriculum map for *PG Dip International Human Resource Management***

This section shows the highest level at which programme outcomes are to be achieved by all graduates, and maps programme learning outcomes against the modules in which they are assessed.

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| Module Title | Module Code  by Level | Programme outcomes | | | | | | | | | | | | | | | | | | | |
| A1 | A2 | A3 | A4 | A5 | B1 | B2 | B3 | C1 | C2 | C3 | C4 | D1 | D2 | D3 | D4 | D5 | D6 | D7 | D8 |
| International Strategic Human Resource Management | HRM4015 | x | x | x | x | x |  | x |  |  |  |  | x | x | x |  | x |  |  | x |  |
| The Organisation in International Context | HRM4020 | x | x | x | x | x |  | x |  | x |  | x | x |  | x | x | x | x |  | x |  |
| Research and Professional Practice in HRM | HRM4025 |  | x | x | x |  | x | x | x | x | x | x |  |  | x | x | x | x | x | x |  |
| Total Reward | HRM4040 | x | x | x | x |  |  | x |  | x | x | x | x | x | x | x | x | x |  | x |  |
| Employee Relations and Engagement | HRM4045 | x | x | x | x |  |  |  |  | x |  | x | x | x | x | x | x | x |  | x |  |
| Resourcing and Management Development | HRM4050 | x | x | x | x |  | x | x |  | x |  | x | x | x | x | x | x | x |  | x |  |
| Individual Learning and Development | HRM4055 | x | x | x | x |  | x |  |  |  | x | x | x | x | x | x | x | x | x |  | x |
| Learning and Management Development | HRM4060 | x | x | x | x |  | x | x |  |  | x |  | x | x | x | x | x | x | x |  | x |
| People Management for the Diverse Workforce | HRM4070 | x | x | x |  | x |  | x |  | x |  | x | x | x | x | x | x | x |  | x |  |
| The Resilient Workplace | HRM4075 |  | x |  |  |  |  |  |  | x |  | x | x |  | x | x | x | x | x |  |  |
| Sustainability and HRM | HRM4080 |  | x | x |  | x |  | x |  | x |  | x | x | x | x | x | x | x |  | x |  |
| HRM and Public Policy | HRM4085 |  | x | x |  | x |  | x |  | x |  | x | x | x | x | x | x | x |  | x |  |
| Globalisation and Work | HRM4370 |  | x | x |  | x |  | x |  | x |  | x | x | x | x | x | x | x |  | x |  |

**Curriculum map for *MA International Human Resource Management***

This section shows the highest level at which programme outcomes are to be achieved by all graduates, and maps programme learning outcomes against the modules in which they are assessed.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Module Title | Module Code  by Level | Programme outcomes | | | | | | | | | | | | | | | | | | | |
| A1 | A2 | A3 | A4 | A5 | B1 | B2 | B3 | C1 | C2 | C3 | C4 | D1 | D2 | D3 | D4 | D5 | D6 | D7 | D8 |
| International Strategic Human Resource Management | HRM4015 | x | x | x | x | x |  | x |  |  |  |  | x | x | x |  | x |  |  | x |  |
| The Organisation in International Context | HRM4020 | x | x | x | x | x |  | x |  | x |  | x | x |  | x | x | x | x |  | x |  |
| Research and Professional Practice in HRM (with Dissertation) | HRM4030 |  | x | x | x | x | x | x | x | x | x | x |  |  | x | x | x | x | x | x |  |
| Total Reward | HRM4040 | x | x | x | x |  |  | x |  | x | x | x | x | x | x | x | x | x |  | x |  |
| Employee Relations and Engagement | HRM4045 | x | x | x | x |  |  |  |  | x |  | x | x | x | x | x | x | x |  | x |  |
| Resourcing and Management Development | HRM4050 | x | x | x | x |  | x | x |  | x |  | x | x | x | x | x | x | x |  | x |  |
| Individual Learning and Development | HRM4055 | x | x | x | x |  | x |  |  |  | x | x | x | x | x | x | x | x | x |  | x |
| Learning and Management Development | HRM4060 | x | x | x | x |  | x | x |  |  | x |  | x | x | x | x | x | x | x |  | x |
| People Management for the Diverse Workforce | HRM4070 | x | x | x |  | x |  | x |  | x |  | x | x | x | x | x | x | x |  | x |  |
| The Resilient Workplace | HRM4075 |  | x |  |  |  |  |  |  | x |  | x | x |  | x | x | x | x | x |  |  |
| Sustainability and HRM | HRM4080 |  | x | x |  | x |  | x |  | x |  | x | x | x | x | x | x | x |  | x |  |
| HRM and Public Policy | HRM4085 |  | x | x |  | x |  | x |  | x |  | x | x | x | x | x | x | x |  | x |  |
| Globalisation and Work | HRM4370 |  | x | x |  | x |  | x |  | x |  | x | x | x | x | x | x | x |  | x |  |

**Programme learning outcomes**

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| --- | --- | --- | --- |
| **Knowledge and understanding** | | **Practical skills** | |
| A1 | The core business areas and their relationship to human resource management | C1 | Demonstrate development of specific professional skills in human resource management for application in the workplace. |
| A2 | The context of the management of people in an organisation | C2 | Demonstrate personal and managerial effectiveness skills to provide a springboard for subsequent personal and professional development |
| A3 | The theory, policy and practice of human resource management | C3 | Demonstrate the development of research skills |
| A4 | Human resource management concepts, models, and ideas matched directly to CIPD professional standards | C4 | Demonstrate writing skills |
| A5 | Concepts, models and theories from academic and professional literature focussing on globalisation or international comparative studies. |  |  |
| **Cognitive skills** | | **Graduate Skills** | |
| B1 | Demonstrate the stages of the critical thinking process | D1 | Work effectively as a member of a group |
| B2 | Use a variety of methods to analyse business and human resource situations in the workplace | D2 | Communicate and present an argument both in writing and orally |
| B3 | Apply the research process to a business issue from an HRM perspective | D3 | Manage time effectively |
|  |  | D4 | Take responsibility for own learning |
|  |  | D5 | Use the learning resources effectively |
|  |  | D6 | Demonstrate critical self-reflection |
|  |  | D7 | Demonstrate effective use of ICT |
|  |  | D8 | Undertake continuous professional development |