Programme Specification and Curriculum Map for MA/PG Dip/PG Cert in International Human Resource Management and Employment Relations

Middlesex University

1. Programme title	International Human Resource Management and Employment Relations
2. Awarding institution	Middlesex University
3. Teaching institution	Middlesex University
4. Programme accredited	
5. Final qualification	MA PG Dip PG Cert
6. Academic year	2009/10
7. Language of study	English
8. Mode of study	Full time or Part time

9. Criteria for admission to the programme

Applicants should have at least a second class honours degree from a UK University or equivalent from a recognised overseas institution. If the degree or qualification was not taught or examined in English, an IELTS score of 7.0 is required. Holders of graduate level professional qualifications may be eligible for entry and are encouraged to apply.

10. Aims of the programme

The programme aims to:

*   provide opportunities to enable students to develop their knowledge, understanding and skills relevant to the legal and regulatory aspects of human resource management

*   enhance students' performance at work and open up career opportunities.

11. Programme outcomes

A. Knowledge and understanding	**Teaching/learning methods**
On completion of this programme the successful student will have a knowledge and understanding of: 1. The general principles and theories which apply to international human resource management and employment studies. 2. The concepts, processes and institutions which are relevant to the main substantive areas of international human resource management and employment studies. 3. The concept of globalisation 4. The processes, practices and institutions that influence the employment relationship 5. Human resource management concepts, models, and ideas from academic & professional literature	Introductory lectures, directed reading, seminar discussion, directed reading, library exercises, oral presentations and workshops. **Assessment:** Students' knowledge and understanding is assessed by: written coursework and oral presentations group work and unseen examinations.

B. Cognitive (thinking) skills	Teaching/learning methods
On completion of this programme the successful student will be able to- 1. Reflect on information and apply it to the identification and resolution of problems at the workplace. 2. Discuss concepts and judge their applicability in different contexts. 3. Assess the potential of information technology in the study and application of human resource management and employment laws.	Students learn the skills listed through reading primary sources and other materials (either in hard copy or electronic form), by engaging in case studies and problem-solving exercises and by participating in seminar discussions **Assessment Method** Students' cognitive skills are assessed by Students learn the skills listed through reading primary sources and other materials (either in hard copy or electronic form), by engaging in case studies and problem-solving exercises and by participating in seminar discussions. **Assessment:** Students' cognitive skills are assessed formatively in seminar discussion and feedback and summatively by written coursework, oral presentations and the dissertation.
C. Practical skills On completion of the programme the successful student will be able to: 1. Select and analyse information from sources available in a library and electronically. 2. Undertake a bibliographically or empirically based piece of research, interpret the results and draw conclusions	**Teaching/learning methods** Students learn to plan a project when they prepare a research proposal and to evaluate their own efforts through personal supervision of their dissertation. **Assessment:** Students' practical skills are assessed through oral presentations, written coursework and the dissertation.
D. Graduate Skills On completion of this programme the successful student will be able to: 1. Understand complex material and use it both orally and in writing in the pursuit of both analysis and argument 2. Exercise critical judgment in the development of an hypothesis or in analysing flaws in reasoning. 3. Appreciate how to apply management concepts to work settings. 4. Demonstrate self-direction and originality in tackling problems and communicate solutions and conclusions to a critical audience.	**Teaching/learning methods** Students are taught these skills when discussing issues in class and when preparing oral or written materials for seminars. Students are required to manage their own time in order to prepare for seminars and submit coursework by specified deadlines. **Assessment:** Students are assessed formatively through feedback on oral presentations and seminar discussions and summatively through the coursework assignments, the research proposal and dissertation.

12. Programme structure (levels, modules, credits and progression requirements)

12. 1 Overall structure of the programme

The programme is studied over one year full-time or two years part-time. Full-time students study four modules in the year, and part-time students study two modules in each year. The PG Certificate consists of two 30 credit modules, the Diploma exit award consists of four 30 credit modules and the MA exit award consists of four thirty credit modules and a dissertation worth 60 credits.

The programme is divided into study units called modules and each module has a credit value of 30 credits, except for the dissertation. Each module has an identification code, which is a combination of letters and digits. MA/PGDip students study three compulsory modules – International Strategic HRM; Globalisation and Work; and Employment Systems in the Global Economy; – plus an optional module from a range of specified modules. PGCert student study the first two of these compulsory modules only.

12.2 Levels and modules. This section should contain a more detailed description level-by-level of the programme structure, modules and credits. All modules should be categorised as compulsory or optional.	

PG Certificate in International HRM and Employment Relations

COMPULSORY	OPTIONS
Students must take all of the following: HRM4250 International Strategic HRM HRM 4320 The Organisation in International Context	None

PG Diploma in International HRM and Employment Relations

COMPULSORY	OPTIONS
Students must take all of the following: HRM4250 International Strategic HRM HRM 4320 The Organisation in International Context HRM4370 Globalisation & Work	Students must choose one from the following: HRM4330 Employment Systems in the Global Economy LEX4150 Migration Law HRM4116 Total Reward HRM4118 Managing the Employment Relationship HRM4210 Recruitment, Selection and Assessment HRM4270 Facilitating Learning, Development & Change HRM4340 Creating and Sustaining an Organisational Learning Culture DEV4001 Approaches to Development: Theory and Practice

MA in International HRM and Employment Relations

COMPULSORY	OPTIONS
Students must take all of the following: HRM4250 International Strategic HRM HRM 4320 The Organisation in International Context HRM4370 Globalisation & Work HRM4883 Dissertation	Students must choose one from the following: HRM4330 Employment Systems in the Global Economy LEX4150 Migration Law HRM4116 Total Reward HRM4118 Managing the Employment Relationship HRM4210 Recruitment, Selection and Assessment HRM4270 Facilitating Learning, Development & Change HRM4340 Creating and Sustaining an Organisational Learning Culture DEV4001 Approaches to Development: Theory and Practice

12.3 Non-compensatable modules	
Module level	*Module code*
4	HRM4883

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13. A curriculum map relating learning outcomes to modules

See Curriculum Map attached.

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14. Information about assessment regulations

The assessment and progression rules are those which apply under the University Regulations.

The overall objective of assessment at postgraduate level is to ensure that high standards are maintained. This will be achieved by giving students regular opportunities to demonstrate their acquisition of skills and knowledge.

The taught modules attract 30 credits and will be assessed largely by coursework. The assessment criteria for each module will be provided in the relevant module handbook. The assignments set will vary considerably between modules and may include the following:

- a case study for the analysis of the relevant international human resource management/employment studies, development policy and legal issues;
- a practical problem for consideration;
- a theoretical, discursive essay.

Where the topic set is a theoretical one, the emphasis will be on placing theory in context and considering its practical application in order to demonstrate an awareness of the issues for organisations and individuals.

The Dissertation module (60 credits) will be of 15,000- 20,000 words and will be assessed on the basis of the final draft submitted.

15. Placement opportunities, requirements and support (if applicable)

Not applicable

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16. Future careers

The programme is particularly well suited to students who may have previous academic background in either social science or business, and who wish to deepen and expand their knowledge into the international aspects of business decision making in the area of human resource management, employment and development policy. It may be particularly suitable for those who are working – or may wish to work – in an HR function of a multinational organisation. It may also be suitable for those working with, or for, bodies dealing with international regulatory functions (e.g. charities, international institutions, NGO's, trade unions)

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17. Particular support for learning (if applicable)

1. Students are required to attend an induction programme.
2. Modules are taught in seminars by members of the programme team and students receive training in library skills from specialist staff. The dissertation is supported by personal supervision and group tutorials.
3. Students are given a Programme Handbook and a set of materials for each module.
4. Students are encouraged to participate in research seminars and workshops within the Business School and to attend talks given by external speakers.
5. In addition to seminars, students have opportunities to communicate with staff through consultation hours, telephone and emails.
6. General support is available to students through ILRS, the campus student office and MUSU.
7. Reasonably adequate facilities and equipment are accessible to disabled students.
8. In line with the University Policy Statement (HRPS8), the programme is committed to ensuring that all students enjoy equality of opportunity and freedom from any form of discriminatory practice.

18. JACS code (or other relevant coding system)	
19. Relevant QAA subject benchmark group(s)	Business & Management

20. Reference points

The following reference points were used in designing the programme:

- University Learning and Teaching policies and strategies
- Middlesex University Learning Framework
- Middlesex University Student Charter
- National Qualifications Framework

21. Other information

Please note: this specification provides 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 can be found in the student programme handbook and the University Regulations.
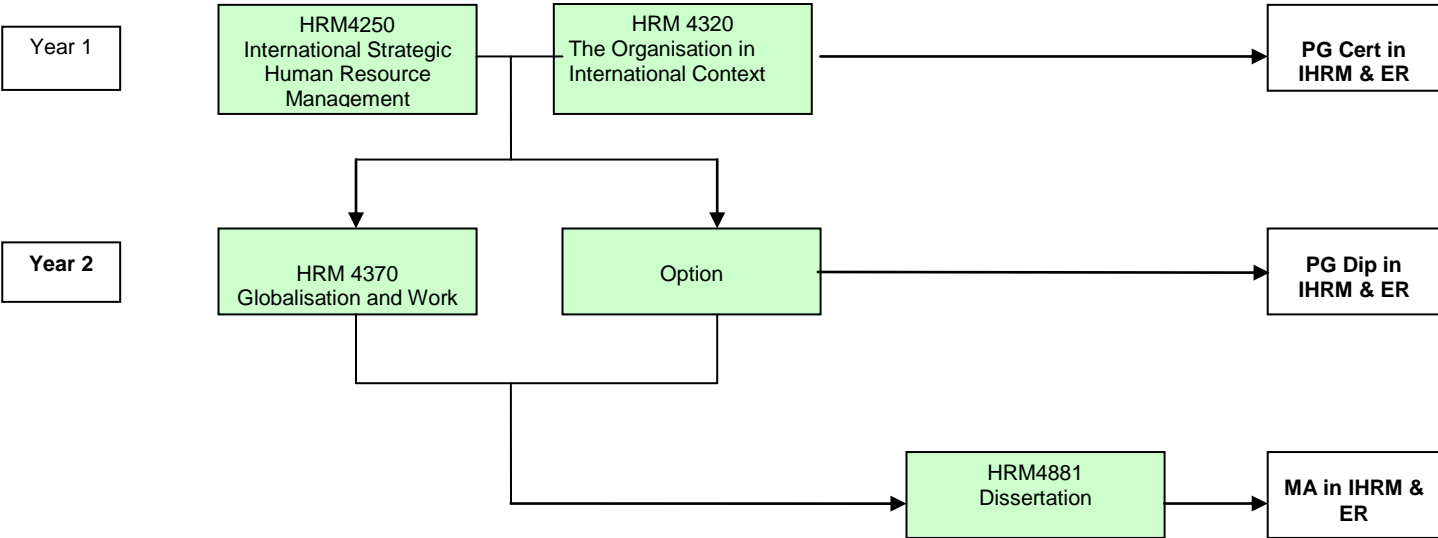
PG Cert/PG Dip/MA in International HRM and Employment Relations: Full time mode (To complete in 15 months)
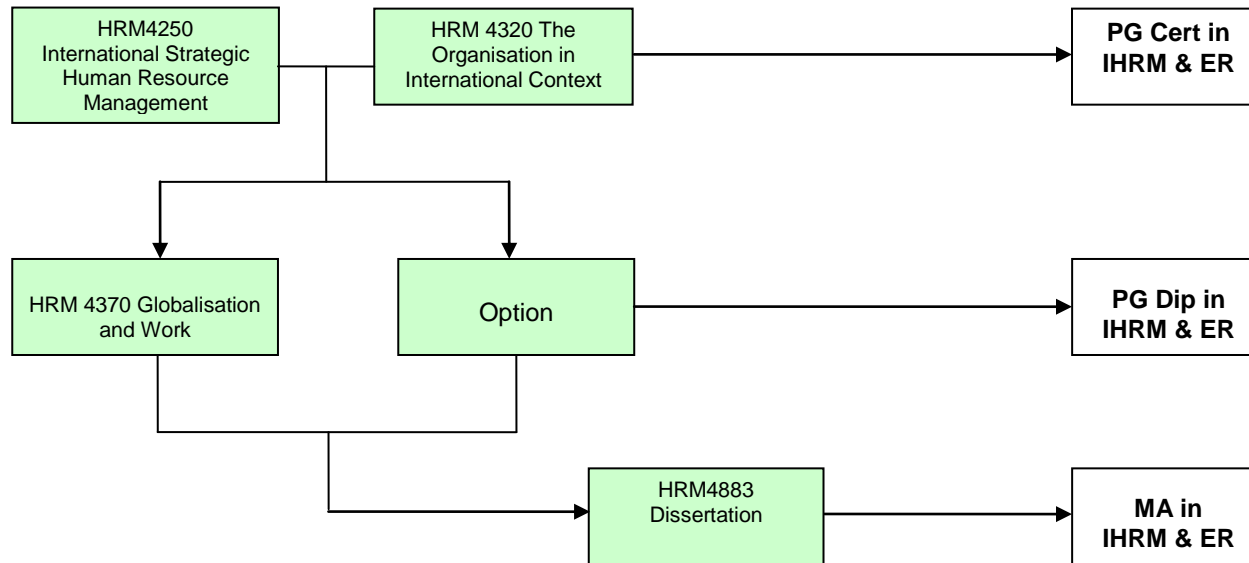
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┌─────────────────────┐        ┌─────────────────────┐                        ┌─────────────────────┐
│ HRM4250             │        │ HRM 4320 The        │                        │ PG Cert in          │
│ International        │────────│ Organisation in     │───────────────────────▶│ IHRM & ER           │
│ Strategic Human     │        │ International Context│                        │                     │
│ Resource Management │        └─────────────────────┘                        └─────────────────────┘
└─────────────────────┘

┌─────────────────────┐        ┌─────────────────────┐                        ┌─────────────────────┐
│ HRM 4370            │        │ Option              │───────────────────────▶│ PG Dip in           │
│ Globalisation and   │        │                     │                        │ IHRM & ER           │
│ Work                │        └─────────────────────┘                        └─────────────────────┘
└─────────────────────┘

                                ┌─────────────────────┐                        ┌─────────────────────┐
                                │ HRM4883             │───────────────────────▶│ MA in               │
                                │ Dissertation        │                        │ IHRM & ER           │
                                └─────────────────────┘                        └─────────────────────┘
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Options: 1 from…
DEV4001 Approaches to Development: Theory and Practice
LEX4150 Migration Law
HRM4118 Managing the Employment Relationship
HRM4116 Total Reward
HRM4210 Recruitment, Selection and Assessment
HRM4270 Facilitating Learning and Development
HRM4340 Creating and Sustaining an Organisational Learning Culture
HRM 4330 Employment Systems in the Global Economy

PG Cert/PG Dip/MA in International Human Resource Management & Employment Relations: Part Time mode (in conjunction with full-time employment)

Year 1	HRM4250 International Strategic Human Resource Management	HRM 4320 The Organisation in International Context	PG Cert in IHRM & ER
Year 2	HRM 4370 Globalisation and Work	Option	PG Dip in IHRM & ER
		HRM4881 Dissertation	MA in IHRM & ER

Options: 1 from…
DEV4001 Approaches to Development: Theory and Practice
LEX4150 Migration Law
HRM4118 Managing the Employment Relationship
HRM4116 Total Reward
HRM4210 Recruitment, Selection and Assessment
HRM4270 Facilitating Learning and Development
HRM4340 Creating and Sustaining an Organisational Learning Culture
HRM 4330 Employment Systems in the Global Economy

Curriculum map for MA/PG Dip/PG Cert in International HRM & Employee Relations

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.

Programme learning outcomes

Knowledge and understanding		Practical skills	
A1	A critical understanding of the general principles and theories which apply to international human resource management and/or employment studies.	C1	Select and analyse information from sources available in a library and electronically that are appropriate to the field of international human resource management and/or employment studies.
A2	A systematic understanding of the concepts, processes and institutions which are relevant to the main substantive areas of international HRM and/or employment studies.	C2	Undertake a bibliographically or empirically based piece of research, interpret the results and draw conclusions.
A3	A critical understanding of the concept of globalisation		
A4	A critical understanding of the processes, practices and institutions that influence the employment relationship		
A5	A critical understanding of contemporary international human resource management concepts, models, and ideas from academic & professional literature		
Cognitive skills		Graduate Skills	
B1	Reflect on information and apply it to the identification and resolution of problems at the workplace.	D1	Understand complex material and use it both orally and in writing in the pursuit of both analysis and argument.
B2	Discuss concepts and judge their applicability in different contexts.	D2	Exercise critical judgment in the development of an hypothesis or in analysing flaws in reasoning.
B3	Assess the potential of information technology in the study and application of HRM and employment studies.	D3	Appreciate how to apply management concepts to work settings.
		D4	Demonstrate self-direction and originality in tackling problems and communicate solutions and conclusions to a critical audience.

Programme outcomes – highest level to be achieved by all graduates													
A1	A2	A3	A4	A5	B1	B2	B3	C1	C2	D1	D2	D3	D4

Module Titles	Module Code	Programme outcomes													
		A1	A2	A3	A4	A5	B1	B2	B3	C1	C2	D1	D2	D3	D4
Globalisation and Work	HRM4370		X	X	X	X	X	X	X	X		X	X		X
The Organisation in International Context	HRM 4320	X	X	X	X		X		X		X			X	X
International Strategic HRM	HRM4250	X	X	X		X	X	X		X		X	X	X	X
Total Reward	HRM4116	X	X			X	X	X	X	X		X	X	X	X
Managing the Employment Relationship	HRM4118	X		X	X	X	X					X	X		
Recruitment, Selection and Assessment	HRM4210	X	X			X	X	X	X	X		X	X	X	X
Facilitating Learning, Development & Change	HRM4270	X	X				X	X	X	X		X	X	X	X
Employment Systems in the Global Economy	HRM4330		X	X	X	X	X	X	X	X		X	X	X	X
Creating & Sustaining an Organisational Learning Culture	HRM4340	X	X			X	X	X	X	X		X	X	X	X
Approaches to Development: Theory and Practice	DEV4001			X			X	X		X	X	X	X		X
Migration Law	LEX4150		X				X	X			X	X			
Dissertation	HRM4883	X	X		X	X				X	X	X	X	X	