

# Programme Specification

## MA International Human Resource Management



<b>1. Programme title</b>	International Human Resource Management
<b>2. Awarding institution</b>	Middlesex University
<b>3. Teaching institution</b>	Middlesex University
<b>4. Programme accredited by</b>	Chartered Institute of Personnel and Development (CIPD)
<b>5. Final qualification</b>	PG Cert International Human Resource Management PG Dip International Human Resource Management MA International Human Resource Management
<b>6. Academic year</b>	
<b>7. Language of study</b>	English
<b>8. Mode of study</b>	Full-time/Part-time

## **9. Criteria for admission to the programme**

Applicants should normally possess a second class honours undergraduate degree or above in any discipline from a British University or a recognised overseas equivalent. Applicants not meeting these requirements may, in exceptional cases, be considered for admission where there is strong supporting education or experience. All such cases will be at the discretion of the programme admissions team.

Applicants entering part-time study will normally be expected to be working in people management and development roles.

For international applicants whose first language is not English the requirement is that they have IELTS 6.5 (with minimum 6.0 in all four components).

## **10. Aims of the programme**

The programme will provide students with a critical insight into the strategic role of human resource management practice within an international context. It will facilitate students' critical exploration of the impact of globalization on contemporary organisations, HR practices, labour strategies and work and employment. It will provide students with the grounding required for those seeking to pursue, or further develop a career in international human resource management

The programme aims to provide students with a sound platform for those seeking to pursue, or further develop a career in a people management and development role.

This will be achieved by developing students' professional practice skill set which is pivotal to successful people management and development practice and to effective leadership. Developing the knowledge to enable students to design, deliver and evidence IHRM that strengthen business performance. Students will be required to challenge traditional views contemporary IHRM practice and the

impact of globalization on labour, work and employment. Critically reviewing how changing global employment landscape is influencing organisations, business, IHR practice and the nature of work.

The programme will enable students to critically analyse the concept of insight driven people management and development and its connection to the meaningful analysis of organisational data. It will provide them with a critical view of contemporary theory and practice in their chosen areas and develop their abilities to apply this knowledge to their own practice in a current or future role.

## 11. Programme outcomes

### A. Knowledge and understanding

On completion of the MA programme the successful student will be able to:

- A1. Critically review the strategic role of international human resource management, and its integral relationship with other functional areas within business.
- A2. Provide a critical understanding of core concepts and informed insights into key IHRM issues facing organisations operating in a global context.
- A3. Critically evaluate and analyse theoretical perspectives of IHRM practice, organisational development design and the links between theory, policy and practice
- A4. Demonstrate critical understanding of the principles and ethics that underpin professional practice in a global context.
- A5. Critically evaluate the impact of globalization on labour strategies, work and employment from a comparative employment relations perspective.

### Teaching/learning methods

Students' knowledge and understanding will be stimulated and developed through interactive lectures, directed reading, on-line activities, debates, case studies, visiting speakers, group work, tutor and student led in-class activities, action learning sets and, peer and tutor feedback.

### Assessment methods

Students' knowledge and understanding is assessed through a variety of individual and group assessments including essays, reports, portfolios, presentations, role-play, examinations, and reflections on their learning and development throughout the programme. Students will also be assessed on a final applied project in the form of a Management Report at PGDip level and an Applied Dissertation at MA level.

**B. Cognitive (thinking) skills**

On completion of the MA programme the successful student will be able to:

- B1. Demonstrate mastery of the process of critical thinking.
- B2. Utilise a variety of methods in the critical analysis, review, evaluation and synthesis of theoretical perspectives on IHRM.
- B3. Demonstrate critical reflection in their learning and professional practice development.
- B4. Apply the research process to critically review policy and practice in IHRM.
- B5. Apply the research process to critically review and/or generate theory.

**Teaching/learning methods**

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### **C. Practical skills**

On completion of the MA programme the successful student will be able to:

C1. Articulate the development of specified people management and development principles, behaviours and skills for application in the workplace.

C2. Apply and relate newly gained theoretical knowledge to practice.

C3. Demonstrate the ability to formulate a cogent argument, with a high level clarity and persuasiveness in a variety of mediums.

C4. Demonstrate mastery of metrics and analytics.

C5. Demonstrate mastery of research skills.

### **Teaching/learning methods**

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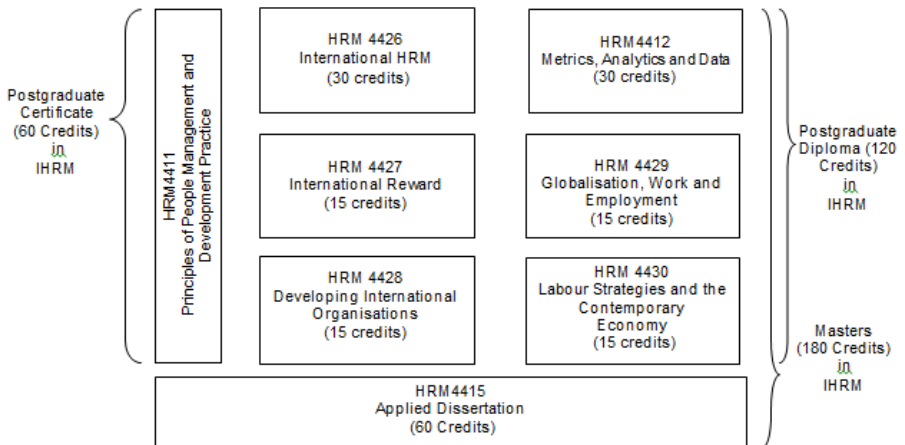
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## 12. Programme structure (levels, modules, credits and progression requirements)

### 12. 1 Overall structure of the programme

#### MA International HRM Full-time

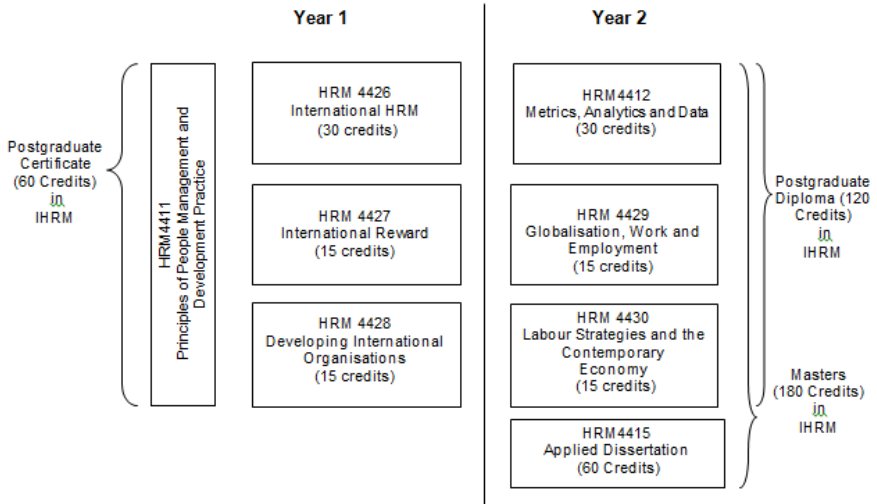


For a PG Cert: HRM4411 + HRM4412 + HRM4426

For a PG Dip: HRM4411 + HRM4412 + HRM4426 +  
HRM4427+ HRM4428 HRM4414 (Management  
Report)

# MA International HRM

## Part-time



For a PG Cert: HRM4411 + HRM4412 + HRM4426

For a PG Dip: HRM4411 + HRM4412 + HRM4426 +  
HRM4427+ HRM4428 HRM4414 (Management  
Report)



## 12.2 Levels and modules

### Level 7 MA IHRM : Full and Part Time

COMPULSORY	PROGRESSION REQUIREMENTS
<p>HRM4411 Principles of People Management and Development</p> <p>HRM4412 Metrics, Analytics and Data</p> <p>HRM 4426 International HRM</p> <p>HRM 4427 International Reward</p> <p>HRM4428 Developing International Organisations</p> <p>HRM4429 Globalisation, Work and Employment</p> <p>HRM4430 Labour Strategies and the Contemporary Economy</p> <p>HRM4415 Applied Dissertation</p>	<p>Students must pass all modules to gain accredited qualification.</p> <p>Students must pass all modules to progress to dissertation stage</p>

## Level 7 PG Dip IHRM: Full and Part Time

### COMPULSORY

### PROGRESSION REQUIREMENTS

**Students must take all of the following:**

HRM4411  
Principles of People Management and Development

HRM4412  
Metrics, Analytics and Data

HRM4426  
International HRM

HRM4427  
International Reward

HRM4428  
Developing International Organisations

HRM4414  
Management Report

Students must pass all modules to progress to Management Report stage.

Students must pass 120 credits to achieve PG Dip qualification

<b>Level 7 PG Cert IHRM: Full and Part Time</b>	
<b>COMPULSORY</b>	<b>PROGRESSION REQUIREMENTS</b>
<p><b>Students must take all of the following:</b></p> <p>HRM4411 Principles of People Management and Development</p> <p>HRM4426 International HRM</p> <p>HRM4427 International Reward</p> <p>HRM4428 Developing International Organisations</p>	<p>Students must pass 60 credits to achieve PG Cert qualification</p>
<b>12.3 Non-compensatable modules (note statement in 12.2 regarding FHEQ levels)</b>	
<b>Module level</b>	<b>Module code</b>
7	Compensation is normally not granted for any level 7 modules.

### **13. Curriculum map**

See appropriate page 49 for curriculum map in both programmes

### **14. Information about assessment regulations**

Middlesex University Assessment Regulations apply to this programme, without exception.

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

Employer engagement is essential for completion of the Management Report/Applied Dissertation stage of the programme. Students may engage with employers in a variety of ways, for example, undertaking an internship, integrating a placement or gaining access to an organisation in order to conduct an in-company investigation. Dedicated support is available for this.

## **16. Future careers (if applicable)**

The programme supports the development of graduates and existing practitioners who aspire to work or progress in IHRM related positions in organisations. Completing the programme will enable them to enjoy enhanced employment opportunities in the profession. For existing practitioners, the programme would ground them deeper both in International HR theory and practice, facilitating their progression in their workplaces.

## **17. Particular support for learning (if applicable)**

- Residential event
- Personal and professional development workshops
- CIPD student membership for the duration of the programme including CIPD learning resources
- CMI Management Direct resources
- English Language Support
- Learner Enhancement Team (LET) Support
- Library and other Learning Resources including free core text e-book for every module
- Programme Handbook and Module Handbooks
- Welcome and orientation programme
- Student counsellors and Disability Support
- Student e-mail and internet access
- On-line learning environment on MyUniHub
- Visiting speakers, professors and practitioners

**18. JACS code (or other relevant coding system)**

N690

**19. Relevant QAA subject benchmark group(s)**

QAA Business and Management Postgraduate Benchmark Standards, 2015

**20. Reference points**

- QAA Guidelines for programme specifications
- QAA Qualifications Framework
- Middlesex University Regulations
- Middlesex University Learning Framework – Programme Design Guidance, 2015
- CIPD Professional Standards
- QAA Business and Management Postgraduate Benchmark Standards, 2015

## **21. Other information**

Indicators of quality:

- Student achievement
- Student feedback and satisfaction
- External examiners feedback

Methods for evaluating and improving the quality and standards of learning are:

- External Examiner reports
- Annual Monitoring reports
- Board of Study
- Student focus group
- Module evaluation and report
- Peer teaching observations
- Student evaluation
- Validation and review panels

See Middlesex University's Learning and Quality Enhancement Handbook for further information

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 rest of your programme handbook and the university regulations.

# Curriculum map for MA International HRM

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

11. Programme outcomes	
<p><b>A. Knowledge and understanding</b> On completion of the MA programme the successful student will be able to:</p> <p>A1. Critically review the strategic role of international human resource management, and its integral relationship with other functional areas within business.</p> <p>A2. Provide a critical understanding of core concepts and informed insights into key IHRM issues facing organisations operating in a global context.</p> <p>A3. Critically evaluate and analyse theoretical perspectives of IHRM practice, organisational development design and the links between theory, policy and practice.</p> <p>A4. Demonstrate critical understanding of the principles and ethics that underpin professional practice in a global context.</p>	<p><b>Teaching/learning methods</b> Students' knowledge and understanding will be stimulated and developed through interactive lectures, directed reading, on-line activities, debates, case studies, visiting speakers, group work, tutor and student led in-class activities, action learning sets and, peer and tutor feedback.</p> <p><b>Assessment methods</b> Students' knowledge and understanding is assessed through a variety of individual and group assessments including essays, reports, portfolios, presentations, role-play, examinations, and reflections on their learning and development throughout the programme. Students will also be assessed on a final applied project in the form of a Management Report at PGDip level and an Applied Dissertation at MA level.</p>



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MA International HRM	Module Code	Programme outcomes														
		A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	C1	C2	C3	C4	C5
Principles of People Management and Development Practice	HRM4411				X		X		X			X				
Metrics, Analytics and Data	HRM4412		X		X		X	X							X	
International HRM	HRM4426	X	X		X		X	X		X			X	X		
Management Report	HRM4414	X	X	X		X	X	X	X	X			X	X		X
Applied Dissertation	HRM4415	X	X	X		X	X	X	X	X	X		X	X		X
International Reward Management	HRM4427			X			X	X					X	X		
Developing International Organisations	HRM4428			X			X	X					X	X		
Globalisation, Work and Employment	HRM4429					X	X	X					X	X		
Labour Strategies and the Contemporary Economy	HRM4430					X	X	X					X	X		

PGDip International HRM	Module Code	Programme outcomes																		
		A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	C1	C2	C3	C4	C5				
Principles of People Management and Development Practice	HRM4411				X		X		X			X				X				
Metrics, Analytics and Data	HRM4412		X		X		X	X										X		
International HRM	HRM4426	X	X				X	X		X				X	X					
Management Report	HRM4414	X	X	X		X	X	X	X	X				X	X				X	
International Reward Management	HRM4427			X			X	X						X	X					
Developing International Organisations	HRM4428			X			X	X						X	X					

PGCert International HRM	Module Code	Programme outcomes															
		A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	C1	C2	C3	C4	C5	
Principles of People Management and Development Practice	HRM4411				X		X		X			X					
Metrics, Analytics and Data	HRM4412		X		X		X	X									X
International HRM	HRM4426	X	X				X	X		X			X	X			

