

Programme Specifications
MSc Work and Organisations



1. Programme title	MSc Work and Organisations
2. Awarding institution	Middlesex University
3. Teaching institution	Middlesex University
4. Details of accreditation by professional/statutory/regulatory body	
5. Final qualification	MSc/PGDip/PGCert Work and Organisations
6. Year of validation Year of amendment	
7. Language of study	English
8. Mode of study	Full-time/ Part-time

9. Criteria for admission to the programme

Applicants should normally possess a UK Honours undergraduate degree with a minimum of second class or an equivalent overseas qualification. Candidates 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.

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

10. Aims of the programme

The programme aims to:

- provide students with critical insights into the nature of work and organisations in the globalizing world of the 21st century;
- develop students' ability to critically evaluate and analyse a range of theoretical approaches to organisational dynamics and behaviour, comparative employment relations, inclusion in the workplace, critical management studies, and resilience

and wellbeing;

- enable students, through the application of theory to practice, to critically review the nature of work and organisations developing understanding of managing working life;
- equip students with the skills necessary in order to be effective and inclusive managers of a globalizing workforce within a complex and dynamic organisational environment.

The MSc programme will aim to offer a sound platform for those seeking to pursue further academic study at Doctoral level.

The PGCert and PGDip will allow graduates to reflect critically on their professional development and/or prepare them for future academic study.

11. Programme outcomes

A. Knowledge and understanding

On completion of this programme the successful student will have knowledge and understanding of :

1. Critically evaluate core concepts, theoretical perspectives and key issues within comparative employment relations and organisational behaviour in contemporary working life.
2. Critically analyse relationships and links between theory, policy and practical interventions related to managing working life.
3. Demonstrate critical understanding of interdisciplinary perspectives of work and organisations.
4. Critically review core concepts and key issues related to organisational and group dynamics, resilience and wellbeing, psychosocial studies and mental health at work.

Teaching/learning methods

Students gain knowledge and understanding through:

- lectures and workshops sessions;
- on-line and practical exercises,;
- conducting research both as a part of the module outcomes and the coursework.

Assessment methods

Students' knowledge and understanding is assessed by:

- a variety of individual coursework, examinations, and reflexive activities including workplace observations throughout the programme.

<p>5. Critically review core concepts and key issues related to critical management studies and inclusion in the workplace.</p> <p>6. Rationalise and critically evaluate a range of research methodologies in their application to the study of contemporary working life.</p>	
<p>B. Cognitive (thinking) skills</p> <p>On completion of this programme the successful student will be able to:</p> <ol style="list-style-type: none"> 1. Demonstrate mastery of the process of critical thinking. 2. Use a variety of methods to analyse, evaluate and critique theoretical perspectives on organisational behaviour, comparative employment relations and managing working life. 3. Use a variety of methods to analyse, evaluate and critique theoretical perspectives on organisational dynamics, resilience and wellbeing, critical management studies and inclusion at work. 4. Demonstrate critical self-reflexivity in their learning. 5. Apply the research process to critically review and/or generate theory. 	<p>Teaching/learning methods</p> <p>Students learn cognitive skills through:</p> <ul style="list-style-type: none"> • lectures and workshops sessions; • on-line and practical exercises; • conducting research both as a part of in class activities and the coursework. <p>Assessment methods</p> <p>Students' cognitive skills are assessed by:</p> <ul style="list-style-type: none"> • a variety of individual and group coursework, examinations, and reflexive activities.
<p>C. Practical skills</p> <p>On completion of the programme the successful student will be able to:</p> <ol style="list-style-type: none"> 1. Apply reflective practices within organisations and groups. 	<p>Teaching/learning methods</p> <p>Students learn practical skills through:</p> <ul style="list-style-type: none"> • workshops, seminars and assignments that form part of the core and specialist modules, e.g.

<ol style="list-style-type: none"> 2. Apply and relate newly gained theoretical knowledge to practice. 3. Apply theory to interpret and assess, current and developments in policy and practice. 4. Identify and discuss the means to address organizational dysfunctions and pathology. 5. Develop and demonstrate mastery of research skills. 	<p>workplace observations, case studies, wellbeing activities, designing workplace wellbeing programmes.</p> <p>Assessment methods</p> <p>Students' practical skills are assessed by:</p> <ul style="list-style-type: none"> • a variety of individual coursework, reports, presentations, and workplace supervision groups.
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12. Programme structure (levels, modules, credits and progression requirements)

12.1 Overall structure of the programme

Full-time

- **LWO4401** Organisational Behaviour and Critical Perspectives of Work (30 credits)
- **LWO4402** The Future of Work and Organisations (30 credits)
- **LWO4403** Resilience at Work (15 credits)
- **LWO4404** Organisational Dynamics (15 credits)
- **HRM4433** Understanding Inclusion and Exclusion at Work (15 credits)
- **LWO4414** Critical Leadership (15 credits)
- **HRM4410** Research Project (60 credits)

Part-time

Year 1

- **LWO4401** Organisational Behaviour and Critical Perspectives of Work (30 credits)
- **LWO4402** The Future of Work and Organisations (30 credits)

Year 2

- **LWO4403** Resilience at Work (15 credits)
- **LWO4404** Organisational Dynamics (15 credits)
- **HRM4433** Understanding Inclusion and Exclusion at Work (15 credits)
- **LWO4414** Critical Leadership (15 credits)
- **HRM4410** Research Project (60 credits)

12.2 Levels and modules

Level 7		
COMPULSORY	OPTIONAL	PROGRESSION REQUIREMENTS
<p>Students must take all of the following:</p> <p>LWO4401 <i>30 credits</i></p> <p>LWO4402 <i>30 credits</i></p> <p>LWO4403 <i>15 credits</i></p> <p>LWO4404 <i>15 credits</i></p> <p>HRM4433 <i>15 credits</i></p> <p>LWO4414 <i>15 credits</i></p> <p>HRM4410 <i>60 credits</i></p>		<p>Students must pass <i>180 credits</i> to qualify for an MSc.</p> <p>Students must pass <i>120 credits</i> to progress to the research project.</p>

12.3 Non-compensatable modules (note statement in 12.2 regarding FHEQ levels)	
Module level	Module code
	N/A

13. Curriculum map
See attached.

14. Information about assessment regulations
Middlesex University Assessment Regulations apply to this programme, without exception.

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

If students are not in employment they are encouraged to do an internship or short placement. The programme also has a strong integrated practical component designed to develop students' understanding of the nature work and organisational dynamics.

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)

17. Particular support for learning (if applicable)

- 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 counselors 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)

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
- 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
- Boards of Study
- Student focus groups
- 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.

Appendix 2: Curriculum Map

Curriculum map for MSc Work and Organisations

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	Critically evaluate core concepts, theoretical perspectives and key issues within comparative employment relations and organisational behaviour in contemporary working life.	C1	Apply reflective practices within organisations and groups.
A2	Critically analyse relationships and links between theory, policy and practical interventions related to managing working life.	C2	Apply and relate newly gained theoretical knowledge to practice.
A3	Demonstrate critical understanding of interdisciplinary perspectives of work and organisations.	C3	Apply theory to interpret and assess, current and developments in policy and practice.
A4	Critically review core concepts and key issues related to organisational and group dynamics, resilience and wellbeing, psychosocial studies and mental health at work.	C4	Identify and discuss the means to address organizational dysfunctions and pathology.
A5	Critically review core concepts and key issues related to critical management studies and inclusion in the workplace.	C5	Develop and demonstrate mastery of research skills.
A6	Rationalise and critically evaluate a range of research methodologies in their application to the study of contemporary working life.		
Cognitive skills			
B1	Demonstrate mastery of the process of critical thinking.		
B2	Use a variety of methods to analyse, evaluate and critique theoretical perspectives on organisational behaviour, comparative employment relations and managing working life.		

