

Programme Specification

Programme title: Master of Science in Human Resource Management (CIPD)

Academic Year:	2018/19
Degree Awarding Body:	University of Bradford
Final and interim award(s):	Framework for Higher Education Qualifications (FHEQ) level 7 MSc Postgraduate Diploma Postgraduate Certificate
Programme accredited by (if appropriate):	Chartered Institute of Personnel and Development (CIPD)
Programme duration:	MSc: 1 year (full time) MSc (top up): 1 year (part time)
QAA Subject benchmark statement(s):	QAA Master's degree in Business and Management (2007)
Date of Senate Approval:	September 2010
Date last confirmed and/or minor modification approved by Faculty Board	April 2018

Introduction

The Master of Science in Human Resource Management is accredited by Chartered Institute of Personnel and Development (CIPD), giving full exemption against the Level 7 Advanced Diploma in HRM. On successful completion of the Master's degree students will automatically gain associate level of CIPD professional membership for one year.

This challenging one-year programme aims to prepare prospective human resource (HR) professionals to operate as effective practitioners who are able to comply with the highest professional standards and to continuously develop their professional capability. This involves equipping students with the skills and knowledge required to work effectively in changing and challenging environments and to develop in them the competencies required to think critically and strategically within an organisational context. Additionally, students will be provided with the necessary tools and focus to develop themselves, ensuring that they can make a full contribution both as a business partner and an effective manager. This will demonstrate to future employers that our graduates have the skills and knowledge to take on senior HR positions.

Team members have a wealth of both academic and practitioner experience, were commended at the 2014 Research Excellence Framework (REF) for their internationally recognised research and have strong links with the business, HR and

Chartered Institute of Personnel and Development (CIPD) communities in the West Yorkshire region.

Programme Aims

The programme is intended to:

- Develop the professional knowledge, understanding and skills in human resource management and its underpinning disciplines, to enable students to become effective practitioners.
- Develop the competence to be a 'business partner' who understands the activities, functions and environment of the organisations/businesses in which students work and the ability to shape the HR agenda accordingly
- Think strategically and creatively about human resource issues in the wider business and social context
- Develop effective HR and management skills
- Develop reflective skills to enable students to reflect on the impact of their performance and interventions and to manage their own professional development
- Develop the ability and inclination to, through the discipline of study at postgraduate level, think critically about human resource issues
- Develop the competence to be an ethical professional who is able to reflect on the ethical implications of their actions and encourage this in others
- Develop specialist knowledge in a selected aspect of the HR discipline.

Programme Learning Outcomes

To be eligible for the award of Postgraduate Certificate at FHEQ level 7, students will be able to:

- LO1 Have the professional knowledge, understanding and skills in human resource management and its underpinning disciplines, required of an effective practitioner.
- LO2 Be a competent 'business partner' who understands the activities, functions and environment of the organisations/businesses in which they work and has the ability to shape the HR agenda accordingly
- LO3 Think strategically and creatively about human resource issues in the wider business and social context

Additionally, to be eligible for the award of Postgraduate Diploma at FHEQ level 7, students will be able to:

- LO4 Have effective HR and management skills
- LO5 Be able to reflect upon and evaluate the impact of their performance and interventions and manage their own professional development
- LO6 Be able and willing, through the discipline of study at postgraduate level, to think critically about human resource issues

Additionally, to be eligible for the award of Degree of Master at FHEQ level 7, students will be able to:

- LO7 Be a competent and ethical professional who is able to reflect on the ethical implications of their actions and encourage this in others
- LO8 Have developed specialist knowledge in a selected aspect of the HR discipline and research methodologies.

Curriculum

Students will follow a typical Master programme, taught core modules being delivered in Semesters 1 and 2 of an academic year and the dissertation being undertaken in Semester 2b.

Core modules will cover the generalist body of knowledge required to be an HR practitioner. This comprises:

- HRM in Context, outlining the setting in which HR operates,
- Leading Managing and Developing People, which covers the body of people management knowledge
- Employment Law, which explains the legal framework that HR practitioners operate within in the UK.
- Developing Skills for Business Leadership, a skills development module, which will be portfolio based and address personal, HR and general management skills.
- Employee Relations, Human Resource Development and Coaching and Leadership Development which relate to the generalist body of knowledge.
- Research Methods, to preparation for a dissertation.
- Dissertation.

Students will take one option module which allows them to develop specialist insight into particular areas of interest, it is likely, but not compulsory, that this specialism will underpin the Dissertation module which follows. The dissertation must address an issue within the cognate discipline of HRM and will allow students to explore in depth an HR issue in an organisational context.

By the end of the programme, the student will have achieved the programme learning outcomes and be able to operate as an effective HR practitioner

Postgraduate Certificate

FHEQ Level	Module Title	Type	Credits	Semester (s)	Module Code
7	Employment law *	Core	20	ACYR	LAW7014-B
7	HRM in context*	Core	20	1	HRM7016-B
7	Leading, managing and developing people*	Core	20	2	HRM7017-B

***Modules required for CIPD professional membership purposes**

Postgraduate Diploma

FHEQ Level	Module Title	Type Core/option/elective	Credits	Semester (s)	Module Code
7	Developing skills for business leadership*	Core	10	1	HRM7015-A
7	Employee relations*	Core	10	1	HRM7005-A
7	Human resource development*	Core	10	1	HRM7006-A

7	Coaching and leadership development*	Core	10	2	HRM7011-A
7	Research methods	Core	10	2	MAL7003-A
7	Management of change	Option	10	2	HRM7003-A
7	Cross cultural management	Option	10	2	SIB7006-A
7	International business strategy	Option	10	2	SIB7009-A
7	Strategic management	Option	10	2	SIB7010-A
7	International Master's Summer school	Option	10	3	MAL7004-A

***Modules required for CIPD professional membership purposes**

Please note that the award of Postgraduate Certificate and Postgraduate Diploma do not hold the CIPD accreditation.

Degree of Master

FHEQ Level	Module Title	Type Core/option/elective	Credits	Semester (s)	Module Code
7	Dissertation	Core	60	2	MAL7001-E

The curriculum may change, subject to the University's course approval, monitoring and review procedures.

Students will be eligible for the award of Degree of Master if they have successfully completed at least 180 credits and achieved the award learning outcomes.

Learning and Teaching Strategy

Learning will be directed, supported and reinforced through a combination of lectures, staff-led small group sessions, virtual learning environment (or equivalent) activities and guided private study. Sessions may be delivered weekly or in blocks. Small group sessions will use practical application of cases and case studies with oral feedback given in the class. Students will be directed to appropriate primary and secondary sources and be required to perform research and presentation exercises. The Employment Law module is a good example of this where students are required to research legal issues and prepare an oral submission of their findings at tutorials. All teaching will be supported by information supplied on the University's virtual learning environment. As a programme leading to professional membership, personal development planning is particularly important. The Developing Skills for Business Leadership module focuses on personal and professional skills assessment and development, using an e-portfolio, to support this. Skills workshops will be run that will allow students to identify skills gaps and the prepare Personal Development Plans to support students in developing the required skills. All workshops will provide students with formative assessment and feedback to support them in their skills development. Learning strategies have been developed to be inclusive of those with particular needs, adopting small group seminars and electronic support mechanisms.

Assessment Strategy

The programme is summatively assessed by a mixture of examinations, coursework (group and individual) and presentations (group and individual). The final award of Master will be gained by a successful completion of a bound dissertation on an agreed topic, which evidences a critical exposition of primary data. Assessment is integrated with learning and teaching to support and demonstrate achievement of the learning outcomes for individual modules and the complete programme. Emphasis is placed on the feedback function of formative assessment as part of the learning, teaching and assessment strategy as a whole.

The diverse range of assessment methods are carefully designed to enable the assessment of the Programme Outcomes. For example, the skills development workshops and e-portfolio in Developing Skills for Business Leadership meet Programme outcomes 4 and 5. The professional knowledge, skills, strategic and business partnering aspects (Programme outcomes 1-3) are assessed across the majority of modules. The independence of research and problem-solving, as required by Programme outcome 6, is also demonstrated in both taught module assessments and either the dissertation. Programme outcome 7, the development of an ethical approach, is assessed in core modules, such as Leading, Managing and Developing People and HRM in Context.

Assessment Regulations

This Programme conforms to the standard University Regulations which are available at the following link:

<http://www.bradford.ac.uk/aqpo/ordinances-and-regulations/>

In addition to the requirements of standard University regulations, candidates wishing to be eligible for CIPD professional membership must achieve a mark of at least 40% in all assessment components of the following modules

FHEQ Level	Module Title	Type Core/option	Credits	Semester (s)	Module Code
7	Employment law *	Core	20	ACYR	LAW7014-B
7	HRM in context*	Core	20	ACYR	HRM7016-B
7	Leading, managing and developing people*	Core	20	ACYR	HRM7017-B
7	Developing skills for business leadership*	Core	10	1	HRM7015-A
7	Employee relations*	Core	10	1	HRM7005-A
7	Human resource development*	Core	10	1	HRM7006-A
7	Coaching and leadership development*	Core	10	2	HRM7017-A
7	Dissertation*	Core	60	2	MAL7001-E

Admission Requirements

The University welcomes applications from all potential students and most important in the decision to offer a place is our assessment of a candidate's potential to benefit from their studies and of their ability to succeed on this particular programme. Consideration of applications will be based on a combination of formal academic qualifications and other relevant experience.

The standard entry requirements for the programme are as follows:

A First degree; not necessarily in a business and management subject; from an approved university, or an acceptable professional qualification. Usual entry requirement is: UK degree minimum 2:2 (Honours); International degree gross percentile average (GPA) of 2.5 out of 4.0 or 6.5 out of 10, or overall average of 70 from 100%

As the programme is delivered entirely in English, applicants must be able to demonstrate proficiency in the English language thus, UK educated students must have a GCSE grade 4 (C) or above. Non-native speakers must have a 6.5 score on IELTS test of English, or 94 in the internet-based TOEFL.

Recognition of Prior Learning

If applicants have prior certificated learning or professional experience which may be equivalent to parts of this programme, the University has procedures to evaluate and recognise this learning in order to provide applicants with exemptions from specified modules or parts of the programme.

Students who are converting a PG Diploma to a Masters (Top-Up) are students with a PG Diploma in the cognate discipline of HR from another institution which has been approved by the University of Bradford and will be within a 5 year period. To achieve this, students must undertake a Research Methods module and complete a dissertation. The dissertation must address an issue within the cognate discipline of HRM and will allow students to explore in depth an HR issue in an organisational context. CIPD professional membership is not available on this award.

Minor Modification Schedule

Version Number	Brief description of Modification	Date of Approval (Faculty Board)
1	Removed withdrawn modules	March 2016
2	Removal of Diversity in Work and Organisations module.	LTC Chair's action 13-02-17
3	Added CIPD Associate Membership detail	April 2018