

Programme Specification Pro-forma (PSP)

1. GENERAL INFORMATION

1. Programme Title:	Master of Science in International Human Resource Management
2. Final Award:	Master of Science in International Human Resource Management
3. Exit Awards:	Post Graduate Diploma in International Human Resource Management Post Graduate Certificate in International Human Resource Management
4. Awarding Body:	Glasgow Caledonian University
5. Period of Approval:	September 2023 to September 2028
6. School:	Glasgow School for Business & Society
7. Host Department:	Management and HRM
8. UCAS Code:	
9. PSB Involvement:	Chartered Institute of Personnel and Development (CIPD); Society for Human Resource Management (SHRM)
10. Place of Delivery:	Any GCU Campus Online/Distance Learning subject to availability
11. Subject Benchmark Statement:	QAA Subject Benchmark Statement: Master's Degrees in Business and Management
12. Dates of PSP Preparation/Revision:	August 2023

2. EDUCATIONAL AIMS OF THE PROGRAMME

The MSc International Human Resource Management (HRM) aims to provide a robust, academic and functionally relevant framework to deliver academic awards that support the career preparedness of those aspiring to, and/or the career advancement of those with prior work experience, in operational, strategic, generalist or specialist roles in Human Resource Management, Human Resource Development, the people profession, people management or organisational leadership. This Chartered Institute of Personnel and Development (CIPD) accredited (with mutual agreement from the Australian HR Institute), and Society for HRM (SHRM) curriculum recognised, programme is designed to meet the growing needs of people professionals with global perspectives and mind-sets and cultural awareness and sensitivity; key to managing people effectively in diverse, national, international and cross cultural environments. The MSc International HRM programme develops students' knowledge, skills and competencies in relation to the people profession in culturally diverse and international contexts. The professional recognition from two of the world's leading HR professional bodies, the programme is primarily designed to support students' global mobility; facilitating their future career development/advancement in international organisations, MNCs, and on international assignments in particular and in any organisation on the global platform in general.

The MSc International HRM programme is designed to help students develop the GCU Common Attributes of: Active Global Citizenship; Entrepreneurial Mind-Set; Systems Thinking; Responsible Leadership; Resilience, Compassion and Empathy; and Confidence. In line with Glasgow School for Business and Society's (GSBS) commitment to the Common Good, the United Nation's 'Principles for Responsible Management Education' (PRME) and Sustainable Development Goals, the programme's curriculum also emphasises: the ethical treatment and management of employees; the reduction of inequalities in organisations; corporate social responsibility; quality education and responsible employee development; decent work and economic growth; and peace, justice and strong institutions.

The programme's contemporary and exciting curriculum, delivered within an encouraging, supportive and inclusive learning environment is aimed at facilitating student engagement and the maximisation of their learning potential. With a coverage of both generalised and specialist knowledge, balanced structured study, variety of assessment modes, skills assessments and development, support for academic development, and self-managed learning, the programme's curriculum is designed to optimise the top specialised and baseline skills graduate employers in the people profession are looking for.

Accordingly, the MSc International HRM aims to:

1. Develop students' critical appreciation and evaluation of theory in relation to core and specialist HRM areas, requiring demonstration of an enquiring and analytical approach;
2. Develop student's ability to apply theory to HRM strategies, policies and practices in dynamic local and global contexts;
3. Develop key skills, competencies and behaviours to positively impact others, the organization and society and facilitate their own career advancement in people management through the development of personal, professional and graduate identity, as underpinned by GCU Common Good attributes;
4. Enable students to utilise both knowledge and skills to develop the capability for creative thinking and innovative problem solving to enhance organizational performance whilst addressing local and global, social and economic challenges through the ethical and responsible management of people.
5. Develop students' cultural intelligence, ethical sensitivity and critical appreciation of comparative international HRM strategies and practices to prepare them to successfully manage and lead people in diverse multi-national/cultural organisational contexts

4. PROGRAMME STRUCTURES AND REQUIREMENTS, LEVELS, MODULES, CREDITS AND AWARDS

SCQF Level 11

Module Code	Module Title	Credit
MMN630212	Human Resource Development *	15
MMN230181	Postgraduate Research Methods *	15
MMN630209	Developing Leadership for the Common Good	15
MMN630211	Developing Professional Identity for the People Profession *	15
MMN630215	Managing Diversity and Workplace Inclusion *	15
MMN630216	Resourcing and Talent Management *	15
MMN230214	Leading Responsible Change *	15
MMN230217	Strategic Organisational Performance Analytics *	15
MMN630222	International Approaches to Managing People *	15
MMN230182	Masters Research Project	45
Exit Award – Master of Science in International Human Resource Management		180

* Stipulated modules for PgD with CIPD exit award

Post Graduate Certificate in International Human Resource Management: (without CIPD accreditation)

To qualify for the PgC named exit award, a student must complete sufficient MSc International HRM programme taught modules (denoted by an asterisk above; *excluding* Developing Leadership for the Common Good [15 credits] and the Masters Research Project [45 credits]) to achieve 60 credit points at SCQF level 11.

Post Graduate Diploma in International Human Resource Management: (with CIPD accreditation)

To qualify for the PgD named exit award, a student must complete all 8 stipulated MSc International HRM programme taught modules (denoted by an asterisk above; *excluding* Developing Leadership for the Common Good [15 credits]) to achieve 120 credit points at SCQF level 11.

Post Graduate Diploma in International Human Resource Management: (without CIPD accreditation)

To qualify for the PgD named exit award without CIPD accreditation, a student must complete sufficient MSc HRM programme modules to achieve 120 credit points at SCQF level 11. The 120 credits may consist of any 7 taught modules denoted by an asterisk above and Developing Leadership for the Common Good [15 credits], **or** include the Masters Research Project [45 credits]; with a minimum of 75 credits being achieved in the programme's other taught modules denoted by an asterisk above (*excluding* the Developing Leadership for the Common Good [15 credits]).

Master of Science in International Human Resource Management: (with CIPD accreditation)

The final award, with CIPD accreditation, will be conferred on students who have successfully completed the entire programme of study attracting 180 credits at SCQF level 11.

Professional, Statutory and Regulatory Body requirements:

Please see Section 8 for additional CIPD assessment requirements.

8. ASSESSMENT REGULATIONS

Students should expect to complete their programme of study under the [Regulations](#) that were in place at the commencement of their studies on that programme, unless proposed changes to University Regulations are advantageous to students, with the following approved exceptions:

- **Compensation**

based on GCU Assessment Regulations for a single failed module, is required to attempt and pass an alternative assessment for the compensated module to meet CIPD requirements for CIPD Accreditation. Only upon successful completion of the alternative assessment, will the student be eligible for professional membership with the CIPD.

Exception Case 115: A student who has been compensated based on GCU Assessment Regulations for a single failed module, is required to attempt and pass an alternative assessment for the compensated module to meet CIPD requirements for CIPD Accreditation. Only upon successful completion of the alternative assessment, will the student be eligible for professional membership with the CIPD.

Exception Case 224: 1. Non-standard module credit size (Reduction in credit size to 45 credits from 60 credits) - Masters Research Project Modules (Dissertation)

2. There will be no progression points in taught postgraduate programmes of study

3. Students are required to pass the PG Research Methods Module prior to progressing to the Dissertation.