

GLASGOW CALEDONIAN UNIVERSITY

Programme Specification Pro-forma (PSP)

1. GENERAL INFORMATION

1. Programme Title:	Master of Science in Human Resource Management
2. Final Award:	Master of Science in Human Resource Management
3. Exit Awards:	Post Graduate Diploma in Human Resource Management Post Graduate Certificate in 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:	<i>Chartered Institute of Personnel and Development; Society for Human Resource Management</i>
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:	November 2022

2. EDUCATIONAL AIMS OF THE PROGRAMME

The MSc HRM FT/PT aims to provide a robust, academic and functionally relevant framework to deliver academic awards to support the career preparedness and/or continuing development of those aspiring to hold, or who are currently holding, 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 recognition from the Australian HR Institute) and Society for Human Resource Management (SHRM) curriculum-recognised programme is designed to meet the growing needs of people professionals who require international perspectives and global mind-sets within a strong ethical and professional identity. Accordingly, the MSc HRM develops students' knowledge, skills and competencies in relation to the people profession in culturally diverse settings both in the U.K. and in globalised environments, but also has particular relevance for those who require to apply knowledge of U.K. employment legislation and U.K. employment relations climates in their professional careers, elements which are key employer requirements in the U.K. labour market.

The 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; good health and wellbeing in the workplace; corporate social responsibility; quality education and responsible employee development; decent work and economic growth; and peace, justice and strong institutions.

The programme delivers a contemporary and exciting curriculum within an encouraging, supportive and inclusive learning environment to facilitate student engagement and the maximisation of individual learning and development. With a coverage of both generalised and specialist knowledge, support for academic development, a balanced structure of study including self-managed learning, and a variety of assessment

modes, skills assessments and personal competency development, the programme's curriculum is purposefully designed to optimise the top baseline and specialised knowledge as well as the skills graduate employers in the people profession are looking for.

Accordingly, the MSc 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 a personal, professional and graduate identity as underpinned by GCU Common Good Attributes;
4. Enable students to utilize both knowledge and skills to develop the capability for creative thinking and innovative problem solving to enhance organisational performance whilst addressing local and global, social and economic challenges through the ethical and responsible management of people;
5. Develop students' knowledge and critical appreciation of HR strategies and practices to prepare them to successfully manage and lead people in culturally diverse employment settings, both in the UK and in globalised environments, with particular emphasis on applied knowledge of current U.K. employment legislation and contemporary employment relations issues pertinent for people management careers in the U.K. labour market.

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
MMN630255	Managing Employment Relations and the Employee Experience*	15
MMN630216	Resourcing and Talent Management*	15
MMN230214	Leading Responsible Change*	15
MMN230217	Strategic Organisational Performance Analytics*	15
MMN230210	Applied Employment Law*	15
MMN230182	Masters Research Project	45
Exit Award – Master of Science in Human Resource Management (With CIPD Accreditation)		180
* Stipulated modules for PgD with CIPD exit award		

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

To qualify for the PgC named exit award without CIPD accreditation, a student must complete 4 HRM programme taught modules from the modules listed above denoted by an asterisk* (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 Human Resource Management: (with CIPD accreditation)

To qualify for the PgD named exit award with CIPD accreditation, a student must complete all 8 stipulated 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 120 credit points at SCQF level 11.

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

To qualify for the PgD named exit award without CIPD accreditation, a student must complete sufficient 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 Developing Leadership for the Common Good [15 credits]).

Master of Science in 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 (*awaiting CIPD confirmation*):**

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 95: IELTS 6.5 with no element less than 6

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.

DATE: 3rd November 202