

Programme Specification Pro-forma (PSP)

GENERAL INFORMATION

1.	Programme Title:	MSc/PgD Human Resource Management
2.	Final Award:	MSc Human Resource Management
3.	Exit Awards:	PgD Human Resource Management PgC Human Resource Management
4.	Awarding Body:	Glasgow Caledonian University
5.	Approval Date:	1995
6.	School:	Glasgow School <i>for</i> Business & Society
7.	Host Department:	Department of Business Management
8.	UCAS Code:	
9.	PSB Involvement:	Chartered Institute of Personnel and Development (CIPD); US Society for Human Resource Management (SHRM)
10.	Place of Delivery:	Glasgow Caledonian University
11.	Subject Benchmark Statement:	QAA Subject Benchmark Statement: Master's Degrees in Business and Management
12.	Dates of PSP Preparation/Revision:	27 June 2019

EDUCATIONAL AIMS OF THE PROGRAMME

The over-arching aim of the MSc Human Resource Management programme is to provide a robustly academic and functionally relevant framework which delivers educational awards in HRM in an efficacious way. The key purpose is:

'to support students' career preparedness and/ or career development for strategic and/or operational roles, where a key responsibility lies in managing, supporting and developing an organisation's human resources, in home/ EU, international and/ or culturally diverse settings'.

Broad in scope, the MSc Human Resource Management encompasses high quality learning experiences to develop knowledge, skills and professionalism in managers who will specialise in HR as a whole, or in particular aspects of it, and line managers who work with, and/or are responsible for, employees.

The MSc Human Resource Management aims are:

- to develop critical analysis of current thinking and leading practices in Human Resource Management (HRM) and Human Resource Development (HRD) in work environments and spaces that often extend beyond national boundaries and involve different cultural groups;
- to provide students with a theoretical and applied grounding in contemporary HRM and HRD models and activities, in a range of contexts;
- to build awareness and critical appreciation of the impact of globalisation and internationalisation on organisational environments;
- to develop conceptual evaluation of HRM and HRD strategies, policies and practices in

- a variety of contexts and provide appropriate solutions to problems;
- to stimulate originality in the application of HRM and HRD knowledge in a variety of contexts/ situations that are uncertain, ambiguous or risky;
 - to develop an understanding of the value and design of research and enquiry;
 - to promote a deep, independent level of learning and high degree of professionalism in inter-acting with and managing an organisation's human resources in a variety of settings;
 - to inculcate professional and transferable skills related to HRM and HRD at conceptual and practicable levels;
 - to develop a core set of people management skills/ techniques;
 - to foster independence and self-direction, together with creative thinking, decision-making and problem-solving ability, in the field of HRM and HRD;
 - to develop qualities and skills in reflective learning;
 - to generate and develop leadership potential;
 - to encourage positive and confident responses to the management of change and to provide the opportunity for students to develop and apply further critical, analytical and investigative skills at a strategic level (through a Masters HRM Research Project); and
 - to develop heightened insights into key elements of employment law in order to support organisational interpretation of aspects of international /EU/ and UK law and apply it to key employment issues.

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

Postgraduate Certificate in Human Resource Management

This exit award will recognise students' learning from the programme should they require to exit the programme without sufficient PG Diploma or MSc credits gained. Students will be able to take the credits and match them into the CIPD's knowledge bank. Students will have completed 60 credits from **any** of the modules below.

SHEM Level			
Module Code	Module Title		Credit
MMN625161	Professional and Personal Competence Development For HR Managers		15
MMN624079	HRD Strategies in Practice		15
MMN624099	HRM in International Contexts		15
MMN624104	Resourcing and Talent Management		15
MMN624011	Performance Management		15
MMM224063	Employment Law For HR Practitioners		15
MMN624102	Managing Employment Relationships		15
MMN624062	Organisational Change & Responsible Leadership		15
MMN624076	Research Design and Critical Inquiry		15

Exit Award – PgC Human Resource Management (Without CIPD Accreditation) **60**

NOTE: Please refer to pages 14 and 15 for further details on awards.

Postgraduate Diploma in Human Resource Management:

The full-time Pg Diploma will normally be completed in three trimesters (Trimester A, B and C) for September intakes, and in four trimesters (Trimester B, C, A and B) for January intakes. The Pg Diploma in Human Resource Management provides the full knowledge bank for the CIPD Advanced Level Diploma. To achieve this, students will complete 6 taught modules of 15 credits each and the research focused Business Investigation Report (30 credits). Modules denoted by an asterisk (*) are core CIPD mapped modules for the Pg Diploma in Human Resource Management, and are essential for CIPD accreditation.

SHEM Level			
Module Code	Module Title		Credit
MMN625161	Professional and Personal Competence Development For HR Managers *		15
MMN624079	HRD Strategies in Practice *		15
MMN624099	HRM in International Contexts *		15
MMN624104	Resourcing and Talent Management *		15
MMN624011	Performance Management		15
MMN624102	Managing Employment Relationships		15
MMN624098	Business Investigation Report		30

Exit Award – PgD Human Resource Management (with CIPD accreditation) **120**

NOTE: Please refer to pages 14 and 15 for further details on awards.

MSc in Human Resource Management:

The full-time MSc Human Resource Management will normally be completed in three trimesters for September intakes, and four trimesters for January intakes, providing the full knowledge bank for CIPD accreditation. To achieve this, students will complete 9 taught modules of 15 credits each and the HRM Research Project (45 credits). Modules denoted by an asterisk (*) are core CIPD mapped modules for the MSc Human Resource Management Programme, and are essential for CIPD accreditation.

SHEM Level

Module Code	Module Title	Credit
MMN625161	Professional and Personal Competence Development For HR Managers *	15
MMN624079	HRD Strategies in Practice *	15
MMN624099	HRM in International Contexts *	15
MMN624104	Resourcing and Talent Management *	15
MMN624011	Performance Management	15
MMN224063	Employment Law For HR Practitioners	15
MMN624102	Managing Employment Relationships	15
MMN624062	Organisational Change & Responsible Leadership	15
MMN624076	Research Design and Critical Inquiry	15
MMN624078	Human Resource Management Research Project	45

Exit Award – MSc Human Resource Management (with CIPD accreditation) **180**

NOTE: Please refer to pages 14 and 15 for further details on awards.

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.

The Glasgow Caledonian University Assessment Regulations which apply to this programme, dependent on year of entry can be found at:

<https://www.gcu.ac.uk/academicqualityanddevelopment/academicquality/regulationsandpolicies/universityassessmentregulationsandpolicies/>

The above noted regulations along with the following approved exception apply to this programme:

- **Compensation:**

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.

Awards

The HRM programme is delivered in three stages:

Exit Award: Postgraduate Certificate (Named, without CIPD Accreditation)

To qualify for the PgC named exit award, a student must complete sufficient MSc HRM programme modules *excluding* the HRM Research Project [45 credits] and Business Investigation Report [30 Credits], to achieve 60 credit points at SHEM. This exit award does not carry CIPD Accreditation.

Exit Award: Postgraduate Diploma (Named, with CIPD Accreditation)

To qualify for the PgD named exit award with CIPD Accreditation, a student must complete sufficient MSc HRM programme modules, *including* either the 'Business Investigation Report' or the 'HRM Research Project' to achieve 120 credit points at SHEM. In addition, a student must also pass the following four core CIPD mapped modules: 'HRD Strategies in Practice', 'Professional and Personal Competence Development For HR Managers', 'HRM in International Context' and 'Resourcing and Talent Management'.

Exit Award: Postgraduate Diploma (Named, without CIPD Accreditation)

To qualify for the PgD named exit award but without CIPD Accreditation, a student must complete sufficient MSc HRM programme modules, *including* the 'HRM Research Project', to achieve 120 credit points at SHEM.

Exit Award: University Postgraduate Certificate (Without CIPD Accreditation)

In exceptional cases, to qualify for the University's PgC exit award, a student must complete sufficient MSc HRM programme modules to achieve 60 credit points at SHEM. These credit points may include either the HRM Research Project [45 credits] or the Business Investigation Report [30 Credits].

Exit Award: University Postgraduate Diploma (Without CIPD Accreditation)

To qualify for the University's PgD exit award, a student must complete sufficient MSc HRM programme modules to achieve 120 credit points at SHEM. These credit points may include either the HRM Research Project [45 credits] or the Business Investigation Report [30 Credits].

Final Award: Masters

The final award will be conferred on students who have successfully completed the entire programme of study attracting 180 credits at SHEM.

INDICATORS OF QUALITY AND STANDARDS

- Details of approval, review and development events organised by the School/University
- Subject Group & MEEG statements on modules
- External Examiners' Reports
- PSB accreditation visits and reports
- Enhancement Led Internal Subject Review (ELISR)
- Student progression rates
- Annual module review report of modules to the Programme Board for sharing of good practice and proposed modules enhancements
- Annual Programme Analysis

- The outcome of any Cognate Area Reviews organised by the School and /or University
- The outcome of any QAA HE subject review
- Application rates
- Applications through 'word of mouth' recommendations
- Annual student programme questionnaire and formal/informal module evaluation discussions

INFORMATION ABOUT THE PROGRAMME

Key information about the programme can be found in:

- Approved Programme Document
- Programme Handbook
- Student Handbook
- University Website <http://www.gcu.ac.uk>
- School Website
- GCULearn
- My Caledonian
- University Prospectus
- University Module Catalogue
- Glasgow School for Business & Society Publications
- GCULearn Managed Learning Environment

This specification provides a concise summary of the main features of the programme and the learning outcomes that a typical student might reasonably be expected to achieve and demonstrate if he/she takes full advantage of the learning opportunities that are provided. More detailed information on the learning outcomes, content and teaching, learning assessment methods of each module can be found in the University Module catalogue which can be accessed from the University website. The accuracy of the information in this document is reviewed by the University and may be checked by the Quality Assurance Agency for Higher Education.

A curriculum map is attached showing how the outcomes are being developed and assessed within the programme. This relates the modules from Section 4 to the outcomes in Section 3.

DATE: **June 2019**

Curriculum Map for MSc Human Resource Management

The curriculum map links the modules (Section 4) to the Outcomes listed in Section 3

PSMAP

This map provides both a design aid to help academic staff identify where the programme outcomes are being developed and assessed within the course. It also provides a checklist for quality assurance purposes and could be used in approval, accreditation and external examining processes. This also helps students monitor their own learning, and their personal and professional development as the course progresses. The map shows only the main measurable learning outcomes which are assessed. There are additional learning outcomes (e.g. attitudes and behaviour) detailed in the module specifications which are developed but do not lend themselves to direct measurement

Modules

Programme outcomes

Modules			Programme outcomes																									
	Code	Title	A1	A2	A3	A4	A5	A6	A7	A8	A9	B1	B2	B3	B4	B5	B6	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	
ALL LEVEL M	MMN624078	HUMAN RESOURCE MANAGEMENT RESEARCH PROJECT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				X		
	MMN624102	MANAGING EMPLOYMENT REATIONSHIPS	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X			X		X		X	X	
	MMN624062	ORGANISATIONAL CHAGE AND RESPONSIBLE LEADERSHIP	X	X	X	X	X	X		X		X	X	X		X	X	X	X	X			X	X	X	X	X	
	MMN624011	PERFORMANCE MANAGEMENT	X	X	X	X	X	X		X		X	X	X	X	X	X	X		X				X		X		
	MMN625161	PROFESSIONAL AND PERSONAL COMPETENCE DEVELOPMENT FOR HR MANAGERS	X		X	X					X					X			X	X	X				X	X	X	X
	MMN624076	RESEARCH DESIGN AND CRITICAL INQUIRY	X							X						X	X	X	X		X	X	X				X	
	MMN624104	RESOURCING AND TALENT MANAGEMENT	X	X	X	X	X	X		X		X	X	X	X	X	X	X	X	X	X		X		X		X	
	MMN624098	BUSINESS INVESTIGATION REPORT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X					X	
	MMN624079	HRD STRATEGIES IN PRACTICE	X	X	X	X	X	X	X			X	X	X	X	X	X	X	X	X				X	X	X		
	MMN624099	HRM IN INTERNATIONAL CONTEXTS	X	X	X	X		X				X	X	X	X	X	X	X	X	X		X	X	X			X	X
	MMM224063	EMPLOYMENT LAW FOR HR PRACTITIONERS	X					X		X	X	X				X	X		X	X	X						X	

Modules

Programme outcomes

Modules		Programme outcomes																													
Code	Title	C 11	C 12	C 13	C 14	C 15	C 16	C 17	C 18	C 19	D 1	D 2	D 3	D 4	D 5	D 6	D 7	D 8	D 9	D 10	D 11	D 12	D 13	D 14	D 15	D 16	D 17	D 18	D 19	D 20	
ALL LEVEL M	MMN624078	HUMAN RESOURCE MANAGEMENT RESEARCH PROJECT	X	X				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			X	X	
	MMN624102	MANAGING EMPLOYMENT RELATIONSHIPS		X				X	X	X			X		X	X				X	X	X	X			X			X		
	MMN624062	ORGANISATIONAL CHANGE AND RESPONSIBLE LEADERSHIP	X	X					X	X	X	X	X		X	X	X	X		X	X	X	X	X	X	X	X		X	X	X
	MMN624011	PERFORMANCE MANAGEMENT			X	X				X	X	X	X	X						X	X	X	X	X		X	X		X	X	
	MMN625161	PROFESSIONAL AND PERSONAL COMPETENCE DEVELOPMENT FOR HR MANAGERS		X					X		X	X	X	X		X		X	X	X	X	X	X	X			X		X	X	X
	MMN624076	RESEARCH DESIGN AND CRITICAL INQUIRY	X		X				X	X	X	X	X	X	X	X	X				X	X	X	X	X	X	X			X	
	MMN624104	RESOURCING AND TALENT MANAGEMENT		X	X				X	X	X	X	X	X	X	X		X			X	X	X	X		X	X		X	X	
MMN624098	BUSINESS INVESTIGATION REPORT	X	X					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			X	
MMN624079	HRD STRATEGIES IN PRACTICE					X				X	X	X	X	X	X	X				X	X	X	X	X	X	X	X	X	X	X	
MMN624099	HRM IN INTERNATIONAL CONTEXTS	X	X					X	X	X	X	X	X		X		X			X	X	X	X	X	X	X	X	X	X	X	
MMM224063	EMPLOYMENT LAW FOR HR PRACTITIONERS						X	X	X	X	X	X	X			X				X	X	X	X	X	X	X	X	X	X	X	

