

## PROGRAMME SPECIFICATION

Name, title and level of final qualification(s)	<b>MA Organizational Studies</b> (Level 7)
Name and title of any exit qualification(s)	PG Diploma PG Certificate
Awarding Body	University of London
Teaching Institution(s)	Birkbeck, University of London
Home School/other teaching departments	Birkbeck Business School
Location of delivery	Central London
Language of delivery and assessment	English
Mode of study, length of study and normal start month	Full Time – 1 year Part Time – 2 years October and January start
Professional, statutory or regulatory body	None
<a href="#">QAA subject benchmark group(s)</a> <a href="#">Higher Education Credit Framework for England</a>	Business and Management
Birkbeck Course Code	TMAORGST_C (October start) TMAORGSJ_C (January start)
HECoS Code	100080, 100078, 100089
Start date of programme	January 2026
Date of programme approval	July 2025
Date of last programme amendment approval	N/A
Valid for academic entry year	<b>2025-26</b>
Programme Director	Prof. Sue Konzelmann
Date of last revision to document	01/07/2025

## **Admissions requirements**

1. Normally a second-class honours degree (2.2 or above) in any area.
2. An overseas qualification of an equivalent standard obtained after a programme of study extending over not less than three years in a university or educational institution of university rank.
3. A professional or other qualification obtained by written examinations approved by the college.
4. Relevant experience may be taken into consideration in the case of non-standard applications.

We welcome applicants without traditional entry qualifications as we base decisions on our own assessment of qualifications, knowledge and previous work experience. We may waive formal entry requirements based on judgement of academic potential.

## **Course aims**

The MA Organizational Studies is a postgraduate-level degree focused on understanding how organizations function, how people behave within them, and how organizational effectiveness can be improved. The fundamental purpose of this programme is to prepare students for work in a fast paced and constantly changing world. It will allow students to develop the knowledge, skills and attitudes that are valued by employers and so will enhance their employability. Through studying this programme, students will be better placed to start their career or to accelerate an existing career.

The main audiences for this programme are two-fold:

- First, students coming directly out of an undergraduate degree (in both business and non-business related subject areas) who wish to develop an understanding of the breadth and depth of organizational studies in order to make informed decisions about their own career development;
- Second, students who are already in work with careers underway who wish to understand the wider internal and external context of organizations in order to understand and develop enhanced career opportunities.

The programme is entirely module-based; and students will learn about all the key disciplines of organizational studies. As well as studying this broad spectrum of modules, the optionality in the programme will allow students to go deeper into areas they are interested in. The programme has employability embedded into it through, including a core employability module aimed at either (1) supporting students in understanding how job markets work and where they can position themselves, writing compelling job applications and excelling in the recruitment and selection process or (2) providing students the opportunity to conduct a practical, hands-on project bridging the gap between theoretical knowledge and real-world application with the aim of improving the student's skills and employability by giving them the chance to work on actual business or organizational challenges.

The programme draws on original and world leading research to provide a cutting edge understanding of business, the work of managers and what it takes to start and build sustainable careers. The programme prioritises time in the classroom with world leading academics and has a student focused approach giving choices about what, when and how things are studied.

## Course structure

Level	Module Code	Module Title	Credit	Comp/ Core/ Option	Likely Teaching term
<b>Full Time – 1 year, October Start</b>					
7	MOMN010H7	Principles of Organisation and Management	15	Compulsory	T1
7	MOMN028H7	Corporate Governance	15	Compulsory	T1
7		Optional module	15	Optional	T1
7	MOMN039H7	Corporate Responsibility	15	Compulsory	T2
7	BUMN069H7	Institutions, Governance and Development	15	Compulsory	T2
7	BUMN173H7	Legal Perspectives on Governance	15	Compulsory	T2
7		Optional module	15	Option	T2
7	MOOP017H7	Leadership	15	Compulsory	T3
7		Optional module	15	Option	T3
7		Optional module	15	Option	T3
7		Optional module	15	Option	T3
7	SC07009H7	Catapult into Employability	15	Compulsory	July-August
<b>Full Time – 1 year, January Start</b>					
7	MOMN039H7	Corporate Responsibility	15	Compulsory	T2
7	BUMN069H7	Institutions, Governance and Development	15	Compulsory	T2
7		Optional module	15	Option	T2
7	BUMN173H7	Legal Perspectives on Governance	15	Compulsory	T2
7	MOOP017H7	Leadership	15	Compulsory	T3
7		Optional module	15	Option	T3
7		Optional module	15	Option	T3
7		Optional module	15	Option	T3
7	SC07009H7	Catapult into Employability	15	Compulsory	July-August
7	MOMN010H7	Principles of Organisation and Management	15	Compulsory	T1
7	MOMN028H7	Corporate Governance	15	Compulsory	T1
7		Optional module	15	Option	T1
<b>Part Time - 2 years, October Start</b>					
<b>Year 1</b>					
7	MOMN010H7	Principles of Organisation and Management	15	Compulsory	T1
7		Optional module	15	Optional	T1
7	MOMN039H7	Corporate Responsibility	15	Compulsory	T2
7	BUMN173H7	Legal Perspectives on Governance	15	Compulsory	T2
7		Optional module	15	Optional	T3
7		Optional module	15	Optional	T3

<b>Year 2</b>					
7	MOMN028H	Corporate Governance	15	Compulsory	T1
7		Optional module	15	Optional	T1
7	BUMN069H7	Institutions, Governance and Development	15	Compulsory	T2
7		Optional module	15	Optional	T2
7	MOOP017H7	Leadership	15	Compulsory	T3
7	SC07009H7	Catapult into Employability	15	Compulsory	July-August
<b>Part Time – 2 years, January Start</b>					
<b>Year 1</b>					
7	MOMN039H7	Corporate Responsibility	15	Compulsory	T2
7	BUMN173H7	Legal Perspectives on Governance	15	Compulsory	T2
7		Optional module	15	Optional	T3
7		Optional module	15	Optional	T3
7	MOMN010H7	Principles of Organisation and Management	15	Compulsory	T1
7		Optional module	15	Optional	T1
<b>Year 2</b>					
7	BUMN069H7	Institutions, Governance and Development	15	Compulsory	T2
7		Optional module	15	Optional	T2
7	MOOP017H7	Leadership	15	Compulsory	T3
7	SC07009H7	Catapult into Employability	15	Compulsory	July-August
7	MOMN028H7	Corporate Governance	15	Compulsory	T1
7		Optional module	15	Optional	T1
<b>Indicative Optional Modules</b>					
7	MOOP05H7	Organization and Change Perspectives	15	Optional	T1
7	BUMN004H7	International Human Resource Management	15	Optional	T1
7	BUOB041H7	Managing Organizational Change	15	Optional	T2
7	BUMN189H7	Business Model Innovation	15	Optional	T2
7	MOOP009H7	Employee Relations and Motivation	15	Optional	T2
7	BUOB043H7	Human Resource in Organizations	15	Optional	T2
7	BUOB040H7	Strategy in Practice	15	Optional	T3
7	MOMN032H7	International Business Ethics	15	Optional	T3
7	MOMN074H7	Globalization: Forces, Players and Management	15	Optional	T3

**Core:** *Module must be taken and passed by student*  
**Compulsory:** *Module must be taken but can be considered for compensated credit (see CAS regulations paragraph 24)*  
**Option:** *Student can choose to take this module*

## **How you will learn**

Your learning and teaching is organised to help you meet the learning outcomes (below) of the course. As a student, we expect you to be an active learner and to take responsibility for your learning, engaging with all of the material and sessions arranged for you.

Each course is divided into modules. You will find information on the virtual learning site (Moodle, see Academic Support below) about each of your modules, what to expect, the work you need to prepare, links to reading lists, information about how and when you will be assessed.

Your learning for this course will be organised around the activities outlined below.

This course is entirely module based and each module will contain a combination of lectures (pre-recorded) and seminars. Lectures are designed to provide you with an outline or overview of the topic, to engage you with the material and direct you to other resources. They are a springboard for your own learning. Seminars are group sessions where you will be asked to contribute to discussion or group work around the topic, with material set in advance for which you need to prepare.

## **How we will assess you**

The course will use a variety of assessment methods. Assessment is used to enhance your learning rather than simply to test it.

The assessment for each module varies from a combination of coursework and unseen, formal examination, to modules that are assessed by exam only or by coursework only. The length of the coursework and exam will vary depending on whether they are the only mode of assessment for the module or whether they are combined with another mode of assessment.

In regards to the coursework, it can be noted that the student is required to adopt a critical and interpretive approach when answering the question set and the department's marking criteria is adhered to when the examiners mark the scripts. The outline answers provided by the module convenor (to the second marker(s)) act as a standard against which the quality of the work is assessed.

The summative assessment for all modules measures each student's attainment with respect to the learning objectives, and it can be noted that the external examiners are charged with approving the formal, unseen examination papers. The examination questions set ask students to link theory and practice, and critically appraise assumptions. The examination process is rigorous and provides an opportunity to test a student's understanding of the subject matter.

Both the course work assignment and the unseen, formal examination, require students to think logically and to adopt an analytical approach to answering the question. It can be argued that the assessment is balanced and all timetabling takes into account the fact that those students with specific needs, have their needs taken into account and they are not disadvantaged in any way.

## **Learning outcomes (what you can expect to achieve)**

'Learning outcomes' indicate what you should be able to know or do at the end of your course. Providing them helps you to understand what your teachers will expect and also the learning requirements upon which you will be assessed.

Upon the successful completion of this programme you should be able to:

1. Demonstrate a broad understanding of a number of different contexts in which organizations operate, how organizations function, how people behave within them and how organizational effectiveness can be improved.
2. Demonstrate a broad understanding of how job markets work and the requirements of successful job hunting, recruitment and selection OR demonstrate the ability to bridge the gap between theoretical knowledge and real-world application through a Work-based Employability Project.
3. Work effectively both individually and as members of teams and be confident in deploying a range of transferable skills such as independent and self-managed learning, relationship building, communication and decision-making skills.
4. Critically evaluate the behaviours and actions of leaders in organizations of different types and in different contexts.
5. Demonstrate a range of critical thinking skills such as the identification of strengths and weaknesses of theory and practice, how theory can be used to interpret and understand practice and how compelling arguments and judgements can be reached.
6. Approach problems in a systematic way drawing on theory, practice and evidence to develop options and solutions which can be justified.

### **Careers and further study**

MA Organizational Studies graduates can be found in a wide range of roles in organisations which operate in many different fields from finance to retail, technology to manufacturing as well as in the private, public and third sectors. Graduates often pursue roles in organizational governance and purpose; organizational development; corporate responsibility and sustainability; leadership and change management; human resource management; nonprofit or public sector leadership; consultancy and policy analysis.

This programme is a gateway into a wide spectrum of careers and supports its graduates in making informed decisions about their next steps.

Birkbeck offers a range of careers support to its students. You can find out more on the [careers pages of our website](#).

### **Academic regulations and course management**

Birkbeck's academic regulations are contained in its [Common Award Scheme Regulations](#) and Policies published by year of application on the Birkbeck website.

### **Support for your study**

Your learning at Birkbeck is supported by your teaching team and other resources and people in the College there to help you with your study. Birkbeck uses a virtual learning environment called Moodle and each course has a dedicated Moodle page and there are further Moodle sites for each of your modules. This will include your course handbook.

Birkbeck will introduce you to the Library and IT support, how to access materials online, including using Moodle, and provide you with an orientation which includes an online Moodle module to guide you through all of the support available. You will also be allocated a personal tutor and provided with information about learning support offered within your School and by the College.

Please check our website for more information about student support services. This covers the whole of your time as a student with us including learning support and support for your wellbeing.

### **Quality and standards at Birkbeck**

Birkbeck's courses are subject to our quality assurance procedures. This means that new courses must follow our design principles and meet the requirements of our academic regulations. Each new course or module is subject to a course approval process where the proposal is scrutinised by subject specialists, quality professionals and external representatives to ensure that it will offer an excellent student experience and meet the expectation of regulatory and other professional bodies.

You will be invited to participate in an online survey for each module you take. We take these surveys seriously and they are considered by the course team to develop both modules and the overall courses. Please take the time to complete any surveys you are sent as a student.

We conduct an annual process of reviewing our portfolio of courses which analyses student achievement, equality data and includes an action plan for each department to identify ongoing enhancements to our education, including changes made as a result of student feedback.

Our periodic review process is a regular check (usually every four years) on the courses by department with a specialist team including students.

Each course will have an external examiner associated with it who produces an annual report and any recommendations. Students can read the most recent external examiner reports on the course Moodle pages. Our courses are all subject to Birkbeck Baseline Standards for our Moodle module information. This supports the accessibility of our education including expectations of what information is provided online for students.

The information in this programme specification has been approved by the College's Academic Board and every effort has been made to ensure the accuracy of the information it contains.

Programme specifications are reviewed periodically. If any changes are made to courses, including core and/or compulsory modules, the relevant department is required to provide a revised programme specification. Students will be notified of any changes via Moodle.

Further information about specifications and an archive of programme specifications for the College's courses is [available online](#).

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