

Programme Specification

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| 1 | Awarding body | University of London | | | | |
| 2 | Teaching Institution | Birkbeck College | | | | |
| 3 | Programme Title(s) | MSc Human Resource Management | | | | |
| 4 | Programme Code(s) | TMSHRMNG_C | | | | |
| 5 | UCAS code | N/A | | | | |
| 6 | Home Department | Department of Organizational Psychology | | | | |
| 7 | Exit Award(s) | PG Diploma | | | | |
| 8 | Duration of Study (number of years) | 1 or 2 | | | | |
| 9 | Mode of Study | FT | X | PT | X | DL |
| 10 | Level of Award (FHEQ) | 7 | | | | |
| 11 | Other teaching depts or institution | N/A | | | | |
| 12 | Professional, Statutory Regulatory Body(PSRB) details | CIPD-recognised Level 7 award. Re-accredited 2017. | | | | |
| 13 | QAA Benchmark Statement (| Management | | | | |

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| 14 | Programme Rationale & Aims |
| | <p>The MSc HRM equips students to draw on theory, research and practice to improve HR management and processes in organisations. The programme's broad aims are to:</p> <ul style="list-style-type: none"> • Promote students' understanding of the complex nature of managing people in organizations via an overview of UK, international and comparative issues related to HRM, Organizational Behaviour and Employment Relations; • Introduce students to a range of theoretical perspectives underpinning the ways in which organizations manage the employment relationship; • Guide students' exploration of challenges involved in the design, implementation, and evaluation of HRM strategy and practices; • Provide an intellectual bridge between HRM theory and practice that facilitates students' critical understanding of how they are linked; • Develop students' research skills to enable the completion of a Management Research Project in students' specific area of HR-related interest; • Equip students with the breadth of knowledge and skills required for CIPD Level 7 accreditation. |

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| 15 | Entry Criteria |
| | <p>A good honours degree, or equivalent, in a social science or business-related discipline, from a recognised university, as well as some relevant work experience (many of the modules make a link to students' own professional context; some work experience is needed to embed the learning).</p> <p>Management development professionals and consultants without a first degree but with suitable professional qualifications and at least five or more years' significant management</p> |

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| | <p>experience in a range of organisations may be considered at the discretion of the admissions team. Applicants may be asked for further corroborating evidence such as written academic work samples.</p> <p>If English is not your first language or you have not previously studied in English, the requirement for this course is the equivalent of an International English Language Testing System (IELTS Academic Test) score of 7.0, with not less than 6.5 in each of the sub-tests</p> |
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| 16 | Learning Outcomes |
| | <p>At the end of the programme, successful students will be able to:</p> <ul style="list-style-type: none"> • Knowledgeably discuss recent developments in HRM, Organizational Behaviour and Employment Relations both in the UK and internationally; • Interpret HRM-related research and place it in socio-cultural, legislative, and historical context; • Demonstrate critical thinking skills by taking an evidence-based approach to resolving complex HR challenges; • Link theory, research and practice by conducting original research on a specific HR-related issue; • Meet the requirements for either Chartered Member or Chartered Fellow of the CIPD. |

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| 17 | Learning, teaching and assessment methods |
| | <p>Students study for the degree during the evenings on both the full-time and the part-time modes. The programme employs traditional teaching methods such as formal lectures, small group discussions and practical exercises, student presentations of group work, and a workshop related to students’ final research project.</p> <p>All students are provided with handbooks for each module and associated resource packs of key readings. Although students are provided with these materials, it is emphasised before and during the programme that they are expected to read more widely, and make use of the library resources. It is essential that they read beyond the provided materials in order to achieve the learning outcomes.</p> <p>Management Research Project supervision consists of regular communication between students and their assigned supervisor. This usually takes place via a mixture of face-to-face meetings, email, Skype or telephone contact and can also involve group supervision.</p> <p>Most teaching sessions, including lectures, are interactive. Students are encouraged to put forward points of view and ask questions in group sessions. Most group sessions consist of student interaction with input from the tutor to steer the discussion and make sure that it covers the key learning points. The level of participation is partly determined by students, in that they are encouraged to support each other in debate. Tutors make sure that every student participates in group discussion.</p> <p>Students’ personal development is attended to in several ways. Each student has a personal tutor who provides advice on progress and directs student toward support for any learning difficulties if requested. The final dissertation provides an important opportunity for</p> |

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| | <p>students to engage in student-centred learning that is particularly appropriate to their current working lives and career plans. In addition, much learning is self-directed, and students develop important time management skills in planning their work.</p> <p>All modules are assessed and the assessment criteria are described in detail in the Programme Handbook and individual module handbooks. The pass mark on each element is 50 per cent. All modules must be passed to achieve the MSc and qualify for the CIPD Level 7 award. Up to 30 credits of failed modules (where the mark is between 40-49%) may be compensated and the MSc still awarded, but students will no longer qualify for the CIPD award in this case.</p> <p>All examinations are anonymous and blind double marked. Essays and other types of coursework are seen and subjected to sample second marking. The module convenor, who is usually the first marker, produces indicative answers to guide the assessment of the second marker. The assessment criteria are related to the learning outcomes and the marking scales show how different levels of achievement relate to the learning outcomes. A range of assessment methods is used, and advice is sought from external examiners on an annual basis as to whether the assessment methods are appropriate.</p> <p>Students receive individual written feedback on all assessed coursework within three weeks of the submission deadline. This takes the form of narrative feedback and may be supplemented by ratings on a proforma. Any students who fail an essay are encouraged to seek advice from the school skills tutor about the structure and content of their next essay before writing it. Student feedback confirms that students are satisfied with the helpfulness of the essay comments.</p> <p>Internal and external examiners are provided with clear criteria for assessment that explain how the marks relate to different categories of achievement. The assessment criteria are reviewed regularly, particularly in the context of the Examinations Board.</p> |
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| 18 | <p>Programme Description</p> <p>This programme is designed for those who are current HR professionals or who seek a more meaningful career in Human Resource Management. Grounded in theory, research and practice, the programme will develop critical thinking skills to improve HR management and processes in organisations. Students will gain an overview of UK, international and comparative issues related to people management, and explore challenges involved in the design, implementation, and evaluation of HRM strategy and practices. The programme is accredited by the Chartered Institute of Personnel and Development (CIPD) and upon successful completion, students will be an Associate Member of the CIPD with the option to upgrade to Chartered Member or Chartered Fellow provided they have relevant work experience. Those with a recognised undergraduate honours degree in a social sciences or business-related discipline or professionals with suitable qualifications and significant working experience will be eligible for the MSc Human Resource Management.</p> |
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| 19 | Programme Structure | | | |
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| Full Time programme – 1 year | | | | |
| Year 1 | | | | |
| Level | Module Code | Module Title | Credits | Status* |
| 7 | BUOB037H7 | Research Methods | 15 | Compulsory |
| 7 | FDMN001H7 | Professional Development and Learning | 15 | Compulsory |
| 7 | BUOB045H7 | Leading and Developing People | 15 | Compulsory |
| 7 | BUOB071H7 | Global Human Resource and Diversity Management | 15 | Compulsory |
| 7 | BUOB043H7 | Human Resource Strategies | 15 | Compulsory |
| 7 | BUOB078H7 | Employment Law | 15 | Compulsory |
| 7 | MOOP006H7 | Selection and Assessment | 15 | Compulsory |
| 7 | MOOP017H7 | Leadership and Performance Management | 15 | Compulsory |
| 7 | BUOB061D7 | Management Research Project | 60 | Compulsory |
| 7 | **BUOB042D7 | Dissertation (Organizational Psychology) | 60 | Compulsory |
| ** This module could be taken instead of BUOB061D7 at the discretion of the Programme Director. Students must successfully complete either BUOB061 D7 – The Management Research Project or BUOB042D7 – Dissertation (Organizational Psychology) | | | | |
| Part Time programme – 2 years | | | | |
| Year 1 | | | | |
| Level | Module Code | Module Title | Credits | Status* |
| 7 | BUOB037H7 | Research Methods | 15 | Compulsory |
| 7 | FDMN001H7 | Professional Development and Learning | 15 | Compulsory |
| 7 | BUOB071H7 | Global Human Resource and Diversity Management | 15 | Compulsory |
| 7 | BUOB043H7 | Human Resource Strategies | 15 | Compulsory |
| 7 | MOOP006H7 | Selection and Assessment | 15 | Compulsory |
| 7 | MOOP017H7 | Leadership and Performance Management | 15 | Compulsory |
| Year 2 | | | | |
| Level | Module Code | Module Title | Credits | Status* |
| 7 | BUOB045H7 | Leading and Developing People | 15 | Compulsory |
| 7 | BUOB078H7 | Employment Law | 15 | Compulsory |
| 7 | BUOB061D7 | Management Research Project | 60 | Compulsory |
| 7 | **BUOB042D7 | Dissertation (Organizational Psychology) | 60 | Compulsory |
| ** This module could be taken instead of BUOB061D7 at the discretion of the Programme Director. Students must successfully complete either BUOB061 D7 – The Management Research Project or BUOB042D7 – Dissertation (Organizational Psychology) | | | | |

Status*

CORE – Module must be taken and passed by student; COMPULSORY – Module must be taken, mark can be reviewed at sub-exam board; OPTIONAL – Student can choose to take this module

Year of entry: 2021/22



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| ²⁰ | Programme Director | Dr Alexandra Beauregard |
| ²¹ | Start Date (term/year) | Autumn 2010 |
| ²² | Date approved by TQEC | Spring 2010 |
| ²³ | Date approved by Academic Board | Summer 2010 |
| ²⁴ | Date(s) updated/amended | April 2019 |