

PROGRAMME SPECIFICATION

Name of Programme:		MSc in Strategic Human Resource Management	
Final award (BSc, MA etc):		MSc	
Awarding institution/body:	University of Buckingham & International Business School (separate degrees)	Teaching institution:	International Business School
School of Study:	School of Business	Parent Department: (the department responsible for the administration of the programme)	Collaborations
Length of the programme:	3 semesters	Method of study:	Full-time
Framework for Higher Education Qualifications (FHEQ) Level	FHEQ Level 7	Relevant subject benchmark statement (SBS)	Master's Degrees in Business and Management (2015)
Professional body accreditation (if applicable):	N/A		
Criteria for admission to the programme:	<ul style="list-style-type: none"> - First or second-class honours bachelor's degree or equivalent in any field or discipline. - Mature students' applications will be considered on an individual basis. - Non-native speakers: IELTS: 6.5; TOEFL score of 575 or above for the paper-based test, or 232 or above for the computer-based test; or equivalent. 	Cohort(s) to which this programme specification is applicable: (e.g., from 2012 intake onwards)	From September 2022
UCAS Code	N/A		

Summary of Programme

This is a 1-year generalist (type-2) programme which has been developed with reference to the QAA Subject Benchmark Statement for MSc level degrees in business and management as issued in 2015. The programme is structured in three semesters, where Semester 1 helps students to bridge any existing gaps in the relevant knowledge and skills areas that will be necessary to successfully complete the programme while also offering an introduction to and a critical analysis of strategic human resource management issues. This is then continued in Semester 2, which is also characterised by a holistic approach and a synthesis with other business functions of strategic importance through some modules providing general managerial and business strategy skills and competences. Semester 3 is dedicated to writing the dissertation with the help of an academic supervisor.

Students are required to write an MSc-level piece of academic work in the form of a dissertation.

Educational Aims of the Programme

The specific aims of the programme are the following:

- To create an opportunity for students to enter human resource management positions in companies and develop people management skills.
- To study, review and put into practice both the “tried and tested” techniques and the latest concepts of human resource management.
- To develop critical awareness of the global business environment and the relevant tools required to make a global organisation successful in managing its human resources.
- To develop an understanding of how relevant HRM techniques can be applied in the organisation to overcome ethical and professional issues at different managerial levels.
- To develop international managers, skilled in interpersonal and cross-cultural communication, and capable of effective communication of all stakeholders of the company.
- To create a global and strategic mindset and to develop sensitivity to learning from other cultures.
- To equip students with skills in relevant quantitative methods as well as in the use of contemporary software packages.
- To build an appreciation in students of the need to continuously develop skills and knowledge throughout their careers.

Programme Outcomes

Knowledge and understanding of:

On successful completion of the programme, students should be able to:

1. understand global economic and managerial issues as they relate to strategic decision making;
2. comprehend contemporary issues of HRM, including human resource planning, talent management, performance management systems, and coaching techniques;
3. recognise practical implications of theories regarding recruitment & selection, training & development, career & human capital management, and performance & reward management;
4. take account of appropriate techniques and tools to deal with complex issues critical to the success of managing people in organisations.
5. recognise how contemporary responsible HRM tools can add value to profitable business strategies



Teaching/Learning Strategy

Explain the teaching and learning methods and strategies used to help students achieve each part of the knowledge and understanding

- Core knowledge is acquired through workshop-type sessions including various individual and group activities (guided readings, discussions, simulation).
- Presentations by invited experts and practising managers provide real world input.
- Individual and group presentations encourage individual and group study, building knowledge and understanding of the subject area and the issues surrounding it.
- Special sessions and individual consultation are available for students for providing academic support as appropriate.



Assessment Strategy:

Explain the strategies used to assess the achievement of each part of the knowledge and understanding

- coursework and
- dissertation

Programme Outcomes

Cognitive (thinking) skills:

On successful completion of the programme, students should be able to:

1. identify and gather data from a variety of sources.
2. synthesise and critically evaluate primary and secondary data.
3. critically analyse academic and professional literature.
4. apply international business principles, concepts, theories and methods to effectively solve complex management problems and make decisions.
5. link the effects and understand the implications of the external factors (including the economic, ethical, legal, political, sociological and technological environment) to strategy, management, and behaviour of business organizations, and apply systematic analysis to strategic questions faced by businesses.
6. plan, conduct and present the results of individual research in a dissertation.



Teaching/Learning Strategy:

Explain the teaching and learning methods and strategies used to help students achieve each part of the cognitive skills

- Cognitive skills are promoted and fostered via workshop-type sessions including traditional lecturing with various individual and group activities (guided readings, discussions, simulation) and assignments.
- The sessions of the relevant module will prepare students for conducting research
- Group assignments are particularly useful in enabling learners to take part in discussion, and encourage active participation, feedback and reflection allowing students to exercise and demonstrate their cognitive skills at an advanced level.
- Special sessions and individual consultation will be available for students for providing academic support as appropriate.



Assessment Strategy:

Explain the strategies used to assess the achievement of each part of the cognitive skills

Cognitive skills are assessed by coursework, and by the dissertation.

The dissertation will allow students to fully demonstrate their ability to design and conduct research, organise their thoughts, reason logically and evaluate evidence systematically.

The students' performance during the presentations and the simulation will also provide an opportunity for the demonstration of the practical application of theory and the ability to reflect on it.

Programme Outcomes

Practical skills (subject specific):

On successful completion of the programme, students should be able to:

1. Ability to communicate effectively both orally and in writing, using a range of media
2. Personal effectiveness (including critical self-awareness and self-reflection, time management, and sensitivity to diversity) and effective performance within team environment (team selection, delegation, development and management, including selecting appropriate leadership styles for different situations)



Teaching/Learning Strategy:

Explain the teaching and learning methods and strategies used to help students achieve each part of the practical/transferable skills

- Effective written and oral communication is developed through assignments and presentations, individually and in groups.
- Students are required to utilise information technology in a variety of formats to present complex ideas effectively.
- Meeting various deadlines inside and outside the classroom will encourage responsibility and efficient time management.



Assessment Strategy:

Explain the strategies used to assess the achievement of each part of the practical/transferable skills

All forms of assessment require one or all of these skills. The simulation and the dissertation in particular provide students with an opportunity to integrate skills, knowledge and understanding and practically apply them.

Programme Outcomes

Transferable skills (generic):

On successful completion of the programme, students should be able to:

1. demonstrate independent reading and learning skills needed for advanced academic study and lifelong learning
2. demonstrate numeracy and quantitative skills
3. effectively use communication and information technology (CIT)
4. conduct research (either individually or as part of a team through research design, collection, analysis, synthesis of data, evaluation of rigour and validity of published research, and reporting) into business and management issues using information from a variety of academic and non-academic sources
5. work efficiently alone or in teams in a multicultural environment.
6. recognise, analyse and solve problems, make decisions in complex situations and unpredictable contexts



Teaching/Learning Strategy:

Explain the teaching and learning methods and strategies used to help students achieve each part of the practical/transferable skills

- Key skills are incorporated into the modules and are fostered via both contact sessions and independent and group work outside the classroom.
- Each module requires students to work efficiently both independently and as part of a team, and to use various CIT tools and communicate effectively.
- Learning, research and various managerial skills are covered by separate modules
- Special sessions and individual consultation will be available for students for providing academic support as appropriate.



Assessment Strategy:

Explain the strategies used to assess the achievement of each part of the practical/transferable skills

Coursework, and the dissertation provide opportunities for students to demonstrate the application of key skills.
Students' performance during the presentations and the simulation will allow further demonstration of these skills.

External Reference Points

The following reference points were used in designing the programme:

- Framework for Higher Education Qualifications: <http://www.qaa.ac.uk/Publications/InformationAndGuidance/Pages/quality-code-A1.aspx>
- Relevant Subject Benchmark Statement(s): <http://www.qaa.ac.uk/assuring-standards-and-quality/the-quality-code/subject-benchmark-statements>

Please note: 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 and assessment methods of each course unit/module can be found in the departmental or programme handbook. The accuracy of the information contained in this document is reviewed annually by the University of Buckingham and may be checked by the Quality Assurance Agency.