



Programme Specification

Human Resource Management (International) [Frenchay]

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Contents

Programme Specification	1
Section 1: Key Programme Details	2
Part A: Programme Information	2
Section 2: Programme Overview, Aims and Learning Outcomes	3
Part A: Programme Overview, Aims and Learning Outcomes	3
Part B: Programme Structure.....	6
Part C: Higher Education Achievement Record (HEAR) Synopsis	7
Part D: External Reference Points and Benchmarks	8
Part E: Regulations	8

Section 1: Key Programme Details

Part A: Programme Information

Programme title: Human Resource Management (International) [Frenchay]

Highest award: MSc Human Resource Management (International)

Interim award: MSc Human Resource Studies (International)

Interim award: PGCert Human Resource Studies (International)

Interim award: PGDip Human Resource Management (International)

Interim award: PGDip Human Resource Studies (International)

Awarding institution: UWE Bristol

Affiliated institutions: Not applicable

Teaching institutions: UWE Bristol

Study abroad: No

Year abroad: No

Sandwich year: No

Credit recognition: No

Department responsible for the programme: FBL Dept of Business & Management, Faculty of Business & Law

Contributing departments: Not applicable

Professional, statutory or regulatory bodies:

Chartered Institute of Personnel and Development (CIPD)

Apprenticeship: Not applicable

Mode of delivery: Full-time

Entry requirements: For the current entry requirements see the UWE public website.

For implementation from: 01 September 2021

Programme code: N60B12

Section 2: Programme Overview, Aims and Learning Outcomes

Part A: Programme Overview, Aims and Learning Outcomes

Overview: This is a one-year programme aimed at providing a flexible comprehensive educational programme at postgraduate level for those seeking to follow a human resource management career globally. It also provides opportunities to pursue specialist people practices that may be of particular interest. The programme aims to provide you with the expertise, knowledge and skills required to perform a practitioner/managerial role and is focused on integration of theory and practice to develop your knowledge base, behaviours and skills both academically and professionally.

A combination of pedagogical approaches including research and practice-led teaching ensures that the programme will provide opportunities to learn and practice new knowledge and integrate your experiences to resolve complex International HRM problems, with a view to creating a positive impact in the business world.

The programme is designed to provide with a solid grounding in the knowledge, analytical and research skills required to work successfully in the international contemporary HR environment. The core modules include coverage of international people practice, culture and behaviour, HRM in the global business environment, analytics and creating value, digital working and change management. A comprehensive HR Professional Portfolio module pulls together the core behaviours needed to be an effective people professional, including ethical practice, working inclusively, valuing people and situational decision-making. The range of assessments embedded across various modules enables demonstration of graduate attributes through case study analysis, presentations, exams, individual reports, essays and self-reflections.

Following on from the foundations provided by the core modules, you will then have the opportunity to tailor your learning to suit your career development aspirations through the selection of two electives from a variety of modules including Learning and Development, Equality and Diversity from a comparative perspective, Managing Rewards, Employee Relations and Employment Law, and International Employment Relations.

The Research in Human Resource Management module that runs over semesters 2 and 3 draws your learning together and serves as a capstone module. This offers a choice between a more traditional academic research project or a research focused placement project.

The programme is distinctive in the range of electives modules offered and the opportunity to complete either a more traditional dissertation or a research-based placement project. Further, the HR Professional Portfolio serves to enhance employability as well as developing a strong sense of professional identity.

Educational Aims: The educational aims of the programme are to:

Develop and enhance your knowledge and behaviours needed for the successful practice of International human resource management

Advance your understanding of the contribution of International human resource management to organisational effectiveness and the changing external context in which organisations operate.

Develop your ability to apply knowledge and understanding of International human resource management to complex issues, including the ability to convert theory in to practice from a critical and informed perspective.

Prepare you for a career in International Human Resource Management by developing professional behaviours to empower you to create value for people, organisations, society and the HR profession.

Develop your lifelong learning skills and a commitment to continuing personal and professional development.

Programme Learning Outcomes:

On successful completion of this programme graduates will achieve the following learning outcomes.

Programme Learning Outcomes

- PO1. A systematic understanding of knowledge, and a critical awareness of current problems and/or new insights, much of which is at, or informed by, the forefront of the academic discipline of International human resource management.
- PO2. Originality in the application of knowledge, together with a practical understanding of how established techniques of research and enquiry are used to create and interpret knowledge in International human resource management.
- PO3. Conceptual understanding that enables critical evaluation of current research and advanced scholarship in International human resource management.
- PO4. Ability to demonstrate self-direction and originality in tackling and solving problems and act autonomously in planning and implementing tasks at a professional or equivalent level.
- PO5. Ability to deal with complex issues both systematically and creatively, and make sound judgements in the absence of complete data and communicate their conclusions clearly to specialist and non-specialist audiences.
- PO6. Ability to work effectively as a member of a team and be self-aware and reflective, and will develop the qualities and transferable skills necessary for career development.
- PO7. Deep understanding of social responsibilities and your role as a global citizen.

Part B: Programme Structure

Year 1

Students on MSc Human Resource Management (International) accredited by the CIPD must take 180 credits from the modules in Year 1.

For the PG Dip Human Resources Management (International), which is accredited by the CIPD, the following requirements apply:

120 credits including all six 15 credit compulsory modules (90 credits) plus two optional modules (30 credits).

Condonation is not permitted, i.e. students who fail a module on the CIPD accredited programmes will not be awarded credit for that module by virtue of any compensation for stronger performance in any other module.

Interim award: PG Certificate Human Resource Studies (International): 60 credits achieved in any of the modules that contribute to the programme.

An alternative interim award of PG Diploma in Human Resource Studies (International) is available for any student who has achieved 120 credits in modules that contribute to the programme, but who has failed to meet the requirements of the MSc or the accredited PG Diploma Human Resources Management (International).

An alternative exit award of MSc Human Resource Studies (International) is available for any student who meets the requirements for a Masters degree but who fail to meet CIPD requirements.

Year 1 Compulsory Modules

For the MSc Human Resource Management (International) accredited by the CIPD, students take 150 credits.

For the PGDip Human Resource Management (International) accredited by the CIPD, students take 90 credits.

Module Code	Module Title	Credit
UMPDTD-15-M	Change 2023-24	15
UMPDTE-15-M	Critical People Analytics 2023-24	15
UMPDTC-15-M	Culture and Behaviour 2023-24	15
UMPDTF-15-M	HR Professional Portfolio 2023-24	15

UMPDTB-15-M	HRM in the Global Business Environment 2023-24	15
UMPDTA-15-M	International People Practice 2023-24	15
UMPDVK-60-M	Research in International Human Resource Management 2023-24	60

Year 1 Optional Modules

For the MSc Human Resource Management (International) two modules (30 credits) must be taken.

For the PG Dip Human Resources Management (International), students must take 30 credits from Optional Modules.

Module Code	Module Title	Credit
UMPDTL-15-M	Employee Relations and Employment Law 2023-24	15
UMPDTJ-15-M	Equality, Diversity and Inclusion from a Comparative Perspective 2023-24	15
UMPDTM-15-M	International Employment Relations 2023- 24	15
UMPDTH-15-M	Learning and Development 2023-24	15
UMPDTK-15-M	Managing Reward 2023-24	15

Part C: Higher Education Achievement Record (HEAR) Synopsis

The course aims to prepare HR practitioners for the changing demands of the global market and the increasing complexity of HRM in contemporary organisations.

Aligning with the UWE Bristol 2030 Strategy, the programme aims to integrate theory and practice, developing students both academically and professionally. Students will be able to integrate new knowledge with their experience, as HR practitioners, and apply it to new situations. They will be able to engage in evidence-based HR

management and business decision-making and will develop a range of transferable skills.

Part D: External Reference Points and Benchmarks

The programme has been designed to reflect the UWE Bristol 2030 Strategy of delivering professionally recognised and practice-oriented programmes, which contribute to an outstanding learning experience and generate excellent graduate employment opportunities and outcomes for all students.

The programme aligns with the QAA descriptor for a higher education qualification at Level 7 on the FHEQ Masters degree, extracted from the Framework for Higher Education Qualifications of UK Degree-Awarding Bodies, October 2014.

The views of current students, alumni, HR practitioners and external experts have been considered in the development and revision of the programme.

In addition, the programme meets the CIPD Professional Standards (CIPD Profession Map, 2020) at Chartered Member level.

Part E: Regulations