



Programme Specification

Human Resource Management [Sep][PT][Frenchay][3yrs]

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Section 1: Key Programme Details

Part A: Programme Information

Programme title: Human Resource Management [Sep][PT][Frenchay][3yrs]

Highest award: MSc Human Resource Management

Default award: MSc Human Resource Studies

Interim award: PGCert Human Resource Studies

Interim award: PGDip Human Resource Management

Interim award: PGDip Human Resource Studies

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: Part-time

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

For implementation from: 01 September 2021

Programme code: N63Q42-SEP-PT-FR-N630M2

Section 2: Programme Overview, Aims and Learning Outcomes

Part A: Programme Overview, Aims and Learning Outcomes

Overview: This is a three-year programme aimed at providing a flexible comprehensive educational programme at postgraduate level for those seeking to develop a career in human resource management. 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 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 HRM problems, with a view to creating a positive impact in the business world.

The programme is designed to provide students with a solid grounding in the knowledge, analytical and research skills required to work successfully in the contemporary HR environment. The core modules include coverage of people practice, culture and behaviour, business perspectives for HRM, 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 a variety of methods including case study analysis, presentations, exams, multiple-choice questions, 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, Diversity and Inclusion from a Comparative Perspective, Managing Rewards, Employee Relations and Employment Law, and International Employment Relations.

The Research in Human Resource Management module in year 3 draws your learning together and serves as a capstone module. This offers a choice between a more traditional academic research study 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. Furthermore, 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 human resource management

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

Develop your ability to apply knowledge and understanding of 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 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:**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 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 human resource management.
- PO3. Conceptual understanding that enables critical evaluation of current research and advanced scholarship in 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, 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, be self-aware and reflective and 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 (part-time) accredited by the CIPD must take 60 credits from the modules in Year 1.

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:

60 credits achieved in any of the modules that contribute to the programme.

Year 1 Compulsory Modules

For the MSc Human Resource Management (part-time) accredited by the CIPD, students take four 15-credit core modules (60 credits total), plus the HR Professional Portfolio module which runs over both Year 1 and Year 2.

Module Code	Module Title	Credit
UMPDTD-15-M	Change 2021-22	15
UMPDTE-15-M	Critical People Analytics 2021-22	15
UMPDTC-15-M	Culture and Behaviour 2021-22	15
UMPDTF-15-M	HR Professional Portfolio 2021-22	15
UMPDT9-15-M	HRM in the business environment 2021-22	15
UMPDT8-15-M	People Practice 2021-22	15

Year 2

Students on MSc Human Resource Management (part-time) accredited by the CIPD must take 60 credits from the modules in Year 2, as well as completing the HR Professional Portfolio which commenced in Year 1.

For the PG Dip Human Resources Management, 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.

An alternative interim award of PG Diploma in Human Resource Studies 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.

Year 2 Compulsory modules

In Year 2, two remaining 15-credit core modules must be taken as well as completing the HR Professional Portfolio module which commenced in Y1.

Module Code	Module Title	Credit
UMPDTD-15-M	Change 2022-23	15
UMPDTE-15-M	Critical People Analytics 2022-23	15
UMPDTC-15-M	Culture and Behaviour 2022-23	15
UMPDTF-15-M	HR Professional Portfolio 2022-23	15
UMPDT9-15-M	HRM in the business environment 2022-23	15
UMPDT8-15-M	People Practice 2022-23	15

Year 2 Optional modules

In Year 2, two 15-credit optional modules must also be completed.

Module Code	Module Title	Credit
UMPDTL-15-M	Employee Relations and Employment Law 2022-23	15
UMPDTJ-15-M	Equality, Diversity and Inclusion from a Comparative Perspective 2022-23	15
UMPDTM-15-M	International Employment Relations 2022-23	15
UMPDTH-15-M	Learning and Development 2022-23	15
UMPDTK-15-M	Managing Reward 2022-23	15

Year 3

Students on MSc Human Resource Management (part-time) accredited by the CIPD must complete the 60 credit Research in Human Resource Management module.

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

Year 3 Compulsory Modules

The student must take 60 credits from the modules in Compulsory Modules.

Module Code	Module Title	Credit
UMPDTG-60-M	Research in Human Resource Management 2023-24	60

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

Approved to University Regulations and Procedures.

