



Programme Specification

Human Resource Management [UWE Online]

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Section 1: Key Programme Details

Part A: Programme Information

Programme title: Human Resource Management [UWE Online]

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

Teaching institutions: UWE Bristol

Study abroad: No

Year abroad: No

Sandwich year: No

Credit recognition: No

School responsible for the programme: CBL Bristol Business School, College of Business and Law

Professional, statutory or regulatory bodies: Not applicable

Modes of delivery: Distance without attendance 2yrs

Entry requirements:

For implementation from: 01 September 2021

Programme code: N630P2

Section 2: Programme Overview, Aims and Learning Outcomes

Part A: Programme Overview, Aims and Learning Outcomes

Overview: This is a two-year online programme designed to cater to individuals aiming to pursue a career in human resource management. With a focus on integrating theory and practice, the programme aims to equip students with the necessary expertise, knowledge, and skills to excel in practitioner roles within the HR field.

Utilising a combination of research and practice-led teaching, students engage in asynchronous learning activities aimed at providing a comprehensive understanding of contemporary HRM issues and solutions. Modules cover essential topics including people practice, organisational culture, business perspectives for HRM, analytics, digital working, and change management. Through modules such as Learning and Development and Employee Relations and Employment Law, participants explore specialised areas crucial to HR professionals. The HR Professional Portfolio module consolidates core behaviours necessary for effective HR professionals, emphasising ethical practice, inclusivity, value for individuals, and situational decision-making.

Assessment methods vary across modules, encompassing case study analysis, presentations, individual reports, essays, and self-reflections, allowing students to demonstrate graduate attributes effectively.

The final module, Research in Human Resource Management, serves as a capstone, offering the opportunity for students to investigate a HR topic of their choice and showcase their knowledge and practical understanding.

Features of the programme:

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:

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 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. To be self-aware, 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.

Assessment strategy: Assessments are aimed at enabling learners to understand and critically analyse different contexts, closely linked to learning and skills development to equip learners to become agile learners and authentically connected to the real world of practice to assist professional practice, employability and lifelong learning. Formative and summative assessments are designed to support the monitoring of progress by both tutors and learners and provide the opportunity for learners to understand and reflect upon their progress. Assessment criteria are specified within module handbooks and are clearly congruent with the learning outcomes.

The programme uses varied assessment methods, which respond to a range of learning preferences, testing of the knowledge base, intellectual, subject specific and transferable skills through a combination of written assignments, presentations and portfolios. Informal assessment of skills is through active engagement with our learning materials, your peers via discussion boards and module tutors.

The assessment strategy is subject to periodic review by the programme leader in response to changes to modules, student feedback and current relevance.

Student support: The MSc Human Resource Management is designed to prepare HR practitioners for the changing demands of the global market and the increasing complexity of HRM in contemporary organisations. We prioritise student success, offering dedicated student support to address any concerns promptly. This support covers student onboarding and preparation activities, general pastoral care and the in-depth academic guidance and support needed for online students to succeed.

Throughout a student's journey, we emphasise the importance of academic and pastoral support. Academic inquiries will be directed to module tutors and UWE support staff, ensuring that students receive expert guidance during the duration of their studies. Meanwhile, our student support team is here to assist with any

pastoral non-academic concerns, providing assistance through whatever channel the student prefers to use, whether app, email, or phone.

Using a ticketing system in the student information management system (CRM) the student support team efficiently manages inquiries, ensuring no issue goes unresolved. They are equipped to handle a wide range of student support needs, from technical difficulties to time management and personal challenges.

We understand that timely assistance is crucial, which is why our support staff monitor key engagement metrics and proactively outreach to any at risk student, to ensure swift responses and effective resolutions. Every student interaction is logged in to the CRM, ensuring a seamless support experience.

Part B: Programme Structure

Year 1

Students must take 90 credits from the modules in Year 1 comprising six from the eight 15 credit modules in the programme.

The order in which students take modules depends on their intake month.

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

Year 1 and Year 2 Compulsory Modules

Students must take:

90 credits in Year 1 from the modules in Year 1 and Year 2 Compulsory Modules;

30 credits in Year 2 from the modules in Year 1 and year 2 Compulsory modules.

Module Code	Module Title	Credit
UMPT9K-15-M	Change 2023-24	15
UMPT9R-15-M	Critical People Analytics 2023-24	15

UMPT6L-15-M	Culture and Behaviour 2023-24	15
UMPT9P-15-M	Employee Relations and Employment Law 2023-24	15
UMPT9N-15-M	HR Professional Portfolio 2023-24	15
UMPT9M-15-M	HRM in the Business Environment 2023-24	15
UMPT9Q-15-M	Learning and Development 2023-24	15
UMPT9J-15-M	People Practice 2023-24	15

Year 2

Students must take 90 credits from the modules in Year 2 comprising the remaining two 15 credit modules not taken in Year 1 plus the 60 credit Research in Human Resource Management.

The order in which students take modules depends on their intake month.

For the PG Dip, the following requirements apply:

120 credits including all eight 15-credit compulsory modules.

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.

Year 2 Compulsory Modules

Students must take 90 credits comprising the remaining two 15 credit modules not taken in Year 1 plus the 60 credit Research in Human Resource Management.

Module Code	Module Title	Credit
UMPT9S-60-M	Research in Human Resource Management 2024-25	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.

Part E: Regulations

Approved to University Regulations and Procedures.