UWE Bristol | University of the West of England

Programme Specification

Human Resource Management [Frenchay]

Version: 2024-25, v4.0, Validated

Contents

Section 1: Key Programme Details

Part A: Programme Information

Programme title: Human Resource Management [Frenchay]

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:

Chartered Institute of Personnel and Development (CIPD)

Modes of delivery: Full-time

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

For implementation from: 01 September 2024

Programme code: N63Q12

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 develop a career in human resource management 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 role and is focused on integration of theory and practice, including global perspectives, 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 global 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 module (Research in Human Resource Management or Research in International Human Resource Management) that runs over semesters 2 and 3 draws your learning together and serves as a capstone module.

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

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 global 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, including multinational organisations.

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 global 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 global 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 global human resource management.

PO3.   Conceptual understanding that enables critical evaluation of current research and advanced scholarship in global 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.

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.

Students are expected to undertake extensive independent work outside of scheduled tutorials as part of developing as an independent learner. Assessments have been designed keeping the authenticity principle in mind and where practicable core module assessments have been limited to one component in response to student feedback regarding workload.

The programme uses varied assessment methods, which respond to a range of learning preferences, such as formal and informal tutor assessment as well as informal peer review and feedback. Formal testing of the knowledge base, intellectual, subject specific and transferable skills is through a combination of examinations, written assignments, and portfolios. Informal testing of intellectual, subject specific and transferable skills is through class interaction during work on current academic research and understanding, case studies, presentations, practical and experiential exercises.

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: Student support for all issues relating to the content, delivery and assessment of modules is provided by Module Leaders and for more general academic and programme related matters by the Programme Leader.

For any problems of a personal nature, students can access help from Student Advisors. Student Advisors provide timely, accurate and confidential advice where necessary on all aspects of the provision, for example coursework and examination arrangements, personal circumstance procedures, progression counselling, as well as personal issues such as problems with studying or meeting deadlines, financial matters, ill health and so on including, when-relevant, how to access the wider support provided by the University. This service is supplemented by extensive online

resources.

The UWE Careers Service provides high quality professional advice and guidance focusing on enabling students to take control of and responsibility for their own career planning and progression/development. Students are introduced to Careers and Employability during programme induction and are encouraged to engage with the service early. Regular Careers & Employability What's On updates are sent to all students via the programme BlackBoard pages.

All students take part in an Induction programme at the start of their postgraduate studies and are provided with a programme handbook via the programme BlackBoard pages.

An important part of the programme is the involvement of students. Students are also encouraged to feedback their experience or any concerns they may have through individual as well as group meetings with programme leader. Two or three student representatives are elected to serve on the Student Representatives and Staff Forum (SRSF). These are held each term to discuss issues raised by students in relation to their experience of studying at UWE and on the programme. Issues raised are discussed in an open and friendly atmosphere so that students feel able to comment openly and honestly on their experiences. Any issues raised are taken forward for action by programme leader.

Support to students with a disability is coordinated centrally through Disability Services. This acts as a holistic service for disabled students and applicants to the University but also supports the academic and administrative staff who work with disabled students.

In addition to the above The University's Student Services offers a range of services to support students during their time at university and beyond:

University Health Centre and general advice on Staying Healthy
UWE volunteering, opportunities for students to get involved in the local community through the Community Volunteer Programme

The Living Centre, for support with faith and spiritual matters

Global student support, to help international students to make the most of living and studying in the UK

Managing disability and dyslexia, to get help with all disability related support needs

Money and Visas, for financial check-ups, or help with UK visas.

Students will be encouraged to participate in other ongoing initiatives in the university such as the Bristol Distinguished Address Series, employment fairs and a variety of careers and employability events throughout the academic year.

Part B: Programme Structure

Year 1

Students on MSc Human Resource Management (full-time) accredited by the CIPD must take 180 credits from the modules 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.

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

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.

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 1 Compulsory Modules (Full-time)

For the MSc Human Resource Management (full-time) accredited by the CIPD, students take 90 credits.

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

Module Code	Module Title	Credit
UMPDTD-15-M	Change 2024-25	15
UMPDTE-15-M	Critical People Analytics 2024-25	15
UMPDTC-15-M	Culture and Behaviour 2024-25	15
UMPDTF-15-M	HR Professional Portfolio 2024-25	15
UMPDT9-15-M	HRM in the business environment 2024-25	15
UMPDT8-15-M	People Practice 2024-25	15

Year 1 Optional Modules Group A (full time)

For the MSc Human Resource Management accredited by the CIPD (full-time) students must choose one 60 credit module.

Module Code	Module Title	Credit
UMPDTG-60-M	Research in Human Resource Management 2024-25	60
UMPDVK-60-M	Research in International Human Resource Management 2024-25	60

Year 1 Optional Modules Group B (Full-time)

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

For the PG Dip Human Resources Management (full-time) students must take 30 credits from Optional Modules.

Module Code	Module Title	Credit

UMPDTL-15-M	Employee Relations and Employment Law 2024-25	15
UMPDTJ-15-M	Equality, Diversity and Inclusion from a Comparative Perspective 2024-25	15
UMPDTM-15-M	International Employment Relations 2024-25	15
UMPDTH-15-M	Learning and Development 2024-25	15
UMPDTK-15-M	Managing Reward 2024-25	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

Approved to University Regulations and Procedures.