

LEEDS BECKETT UNIVERSITY

Course Specification

MA Human Resource Management

Top Up

MHRMT

2018/19

www.leedsbeckett.ac.uk



Record of Enhancement

No.	Detail of modification (Provide a brief description of the modification and where the Course Specification has been updated)	Date Effective (Indicate the academic year of entry and course level(s) to which the modification will apply)

Version Control

For completion by Quality Assurance Services only	
Next Re-validation date	
Version Control	
Version number and date effective	

Target award, course title and programme code:

MA Human Resource Management Top Up MHRMT

Level of qualification: Level 7

Course Rationale and Philosophy:

Leeds Beckett University (and previously Leeds Polytechnic) has successfully offered courses of study in personnel management and human resource management for over forty years. A long and close relationship has existed between the university and the Chartered Institute of Personnel and Development (CIPD), the UK professional body for those working in the management and development of people. The quality of provision has been recognised by the CIPD through awarding the University the status of an 'approved centre'.

The provision has provided the opportunity for students to obtain a qualification, which is in continual demand by employers, and needed by professionals to enter, and/or to progress in the HR profession.

Overview and Aims:

The course aims to develop critical, competent and reflective practitioners who can perform effectively within a range of business contexts and demonstrate the capabilities required for professionals in the field of Human Resource Management. It seeks to facilitate the knowledge and understanding of a broad range of HR, managerial and business principles and practices, as well as the development of related skills and competencies. The aims of the course reflect the requirements of the CIPD Professional Standards and HR Profession Map. They also in accordance with the external reference points and QAA and benchmark in business and management. Further the course aims are consistent with the overall aims of the School.

The current aim of the CIPD is to drive sustained organisation performance through HR, shaping thinking, leading practice, and building capability within the profession. The programme structure was developed following an extensive review of the global HR Profession and an in depth investigation with HR Directors across all main economic sectors and a range of senior professionals and academics. The map is seen by the CIPD as representing the needs of the profession today and is expected to evolve, over time, to respond to further changes in the industry.

The MHRMT is primarily aimed at students from home and overseas who wish to develop their academic capabilities and management aspirations to allow them an opportunity to develop their career in these fields. Candidates can also join the

programme from any range of sectors, both public and private, and include those working in HR units as more general roles in smaller organisations in line with them meeting the entrance criteria.

Students would join the programme with 120 credits and study the 60-credit dissertation only.

Course Learning Outcomes:

At the end of the course, students will be able to:

1	Evaluate, synthesise and apply advanced and contemporary themes and techniques to a range of complex and open-ended issues, problems and situations in the field of people management and development.
2	Demonstrate a critical understanding of the corporate perspective of personnel and development in a business context.
3	Evaluate and apply with due regard to ethical and professional consideration, research methodologies and subject analysis relevant to areas of study.
4	Make informed judgements from investigation and analysis in the absence of complete data.
5	Illustrate originality in the analysis of theory and in the construction and analysis of research findings through the production of a significant piece of high level independent work. Normally, the focus of the work will feature a critical analysis of strategic aspects of human resource management and development whilst providing an ability to choose a relevant research subject that adds positively to the pool of established research into current HR related business issues.

Course Structure

Level 7

Semester 3	Core (Y)
Dissertation (60)	Y

Contained awards available:

Award	Title	Level	Credits
N/A			

Length and status of programme and mode of study:

Length (years)	Status (FT/PT)	Mode (campus based/DL or other)
1 year	PT	Campus based

Learning and Teaching

Learning and Teaching Approaches

The approach to learning and teaching is developed to meet the values and aims of the University Learning & Teaching Strategy document. The course is centred on professional development of students in line with the CIPD standards.

Students are at the centre of our activities, with a focus on interactive seminars rather than formal lectures. This provides a flexible and relevant curriculum drawing on the experience of the students as a key stakeholder in the knowledge sharing approach. Our teaching is informed by research and/or expert professional practice with contributions from our Professors, and guest lectures from expert professionals. There is a strong focus on employability with a clear theme of applied learning so students will critically analyse the approach/practice of HR within genuine case examples. This is also strongly supported by our Skills module which runs throughout the whole course and aims to develop competent practitioners with effective continuous professional development skills. As befits a postgraduate programme there is also a clear emphasis on individual research and independent study. We expect our students to be active participants in their learning journey and not passive recipients.

Further, the programme can include students attending practitioner conferences to both share their knowledge with both practitioners and academic communities and celebrate their achievements. This also provides multiple opportunities for the potential development of research papers, articulating and critiquing different philosophies and embedding practitioner informed teaching.

Learning and Teaching Activities

The course involves a range of different learning and teaching activities to provide a balance of activity and encourage engagement from students with a range of

different learning preferences. The course concludes with students undertaking an independent research-led dissertation

Graduate Attributes (UG Only) - *All our undergraduate students will develop three graduate attributes; Enterprise, Digital Literacy, Global Outlook*

N/A

Use of the Virtual Learning Environment

The Dissertation module has a VLE page and provides copies of slides, together with reference material and links to useful information for the module.

Use of Blended Learning

In addition to the face to face tutorials, students will be directed to a range of resources and recommended reading through the VLE site for each module.

Student Support Network

If you have a question or a problem relating to your course, your Course Administrator is there to help you. Course Administrators work closely with academic staff and can make referrals to teaching staff or to specialist professional services as appropriate. They can give you a confirmation of attendance letter, and a transcript. You may also like to contact your Course Rep or the Students' Union Advice team for additional support with course-related questions.

If you have any questions about life at our University in general, call into or contact the Student Hub on either campus to speak to our Student Experience Team. This team, consisting of recent graduates and permanent staff, are available to support you throughout your time here. They will make sure you have access to and are aware of the support, specialist services, and opportunities our University provides. There is a Student Hub on the ground floor of the Rose Bowl at City Campus and one in Campus Central at Headingley. You can also find the team in the Gateway in the Leslie Silver Building at City Campus. The telephone number is 0113 812 3000, and the e-mail address is StudentHub@leedsbeckett.ac.uk.

Within MyBeckett you will see two tabs (Support and Opportunities) where you can find online information and resources for yourselves. The Support tab gives you access to details of services available to give you academic and personal support.

These include Library Services, the Students' Union, Money advice, Disability advice and support, Wellbeing, International Student Services and Accommodation. There is also an A-Z of Support Services, and access to online appointments/registration.

The Opportunities tab is the place to explore the options you have for jobs, work placements, volunteering, and a wide range of other opportunities. For example, you can find out here how to get help with your CV, prepare for an interview, get a part-time job or voluntary role, take part in an international project, or join societies closer to home.

Assessment Strategy

The assessment strategy is derived from the CIPD and University requirements. The purpose of the Assessment Strategy is to enable students to demonstrate that they have fulfilled the objectives and learning outcomes of the programme of study and achieved the standard required for the award of MHRMT. Assessment will be designed to ensure that students can demonstrate a thorough critical and analytical understanding of theoretical knowledge, concepts and current practice and that a range of generic personal and core personnel skills have been developed throughout the course. The strategy enables the modules to determine an appropriate assessment method for the nature of learning on the module.

Feedback on Assessed Coursework

This is specified at modular level so that the methods of feedback are appropriate to the teaching material. In general, formative feedback will be integrated to delivery and summative feedback will be provided on the VLE.

Module Assessment Methods

Module Titles	Written exam	Written assignment, including essay	Report	Dissertation	Portfolio	Project output (other than dissertation)	Oral assessment and presentation	Practical skills assessment	Set Exercise
Level 7				✓					
Dissertation				✓					

Employability and Professional Context:

The course prepares students to undertake a career in Human Resource Management be it at a practitioner level or research-led. It is mapped against the CIPD's Advanced level qualifications, which are set at UK level 7 (postgraduate level) and aim to develop critical thinking and understanding of organisations and their changing external context, that support the development and implementation of creative and strategic HR solutions to drive sustained organisational performance.

The Dissertation requires students to investigate a HR related business issue and critically apply concepts to working practices with justified recommendations.

The Advanced level diplomas provide the underpinning knowledge for CIPD professional membership. There are three levels of membership, Associate Member, Chartered Member or Chartered Fellow.

Work Related Activities

Placement or Work Related Activity Level:

N/A

Placement or Work Related Activity Length in Weeks:

Type of Placement or work related activity:

Reference Points used in course design and delivery: *(standard text provided below)*

All our courses leading to Leeds Beckett University awards have been designed and approved in accordance with UK and European quality standards. Our courses utilise the Frameworks for Higher Education Qualifications (FHEQ) and where relevant subject benchmarks (where these are available) and professional, statutory and regulatory body requirements (for professionally accredited courses).

We review our courses annually and periodically, responding to student feedback and a range of information to enhance our courses. Our University is also subject to external review by the Quality Assurance Agency. Our latest report can be found on the QAA web site at <http://www.qaa.ac.uk/reviews-and-reports>

We appoint External Examiners to verify that our University sets and maintains standards for awards which adhere to relevant national subject benchmark statements and the Framework for Higher Education Qualifications (UK), ensure standards and student achievements are comparable with other Higher Education Institutions in the UK, with which they are familiar, and ensure that assessments measure achievement of course and module learning outcomes and reach the required standard. External Examiners may also provide feedback on areas of good practice or potential enhancement.

Staff Teaching on the Course:

You can find details of our highly qualified permanent teaching staff on our website, who are involved in teaching, research and administration associated with the course.

Regulatory Exemption details:

N/A

Module Leaders

Module Title	Module Leader
Dissertation	Marie Kerr