

Course Specification

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Produced By:	Laura Clode
Status:	Validated

Core Information

Awarding Body / Institution:	University of Wolverhampton		
School / Institute:	Wolverhampton Business School		
Course Code(s):	HR001P01UV	Full-time	12 Months
	HR001P34UV	Part-time Day and Evening	2 Years
Course Title:	MA Human Resource Management		
Hierarchy of Awards:	Master of Arts Human Resource Management Postgraduate Diploma Human Resource Management Postgraduate Certificate Human Resources University Statement of Credit University Statement of Credit		
Language of Study:	English		
Date of DAG approval:	26/Jul/2017		
Last Review:	2013/4		
Course Specification valid from:	2010/1		
Course Specification valid to:	2019/0		

Academic Staff

Course Leader:	Ms Kate Moseley
Head of Department:	Dr Janet Firth

Course Information

Location of Delivery:	University of Wolverhampton
Category of Partnership:	Not delivered in partnership
Teaching Institution:	University of Wolverhampton
Open / Closed Course:	This course is open to all suitably qualified candidates.

Entry Requirements:

Entry requirements are subject to regular review. The entry requirements applicable to a particular academic year will be published on the University website (and externally as appropriate e.g. UCAS)

All applicants

- A first or second class undergraduate honours degree from a UK university or overseas equivalent, or a professional qualification and/or experience considered to be equivalent to the above.
- A HND/HNC in a related subject area plus two years relevant organisational experience.
- A Certificate in Personal Practice, a Certificate in Training Practice, a Certificate in Recruitment and Selection, or an equivalent CIPD certificated programme, plus two years' relevant experience.
- Applications are also invited under the widening participation agenda from individuals who do not possess the above qualifications but who may have significant organisational experience. In such cases, students will need to demonstrate at least 8 years relevant organisational experience, with at least three years in an HR role, or five years in a relevant role, for example a supervisory or management role. Admission to the programme will be based on an evaluation of the applicant's ability to contribute to, benefit from and achieve the award.
- A reference from a tutor who has supervised your undergraduate studies, or your employer;
- If English is not your first language, an IELTS score of 6.0 or above or evidence of English proficiency equivalent to the above.
- You may apply for accreditation of prior learning (APL) subject to the guidelines set out in the UWBS APL Handbook. APL includes accreditation of prior certificated learning and /or accreditation of prior experiential learning.
- Students holding the PgD Human Resource Management may be eligible to enter with advanced standing.
- Entry also available to those who successfully complete the [UWBS Masters Entry](#) course.

Part time students only

- Applications are also welcome from individuals who do not possess the above qualifications but who have significant management experience and are able to demonstrate previous non-certificated learning equivalent to the above. In such cases, admission to the programme will be based on an evaluation of the applicant's ability to continue to benefit from and achieve the award.
- You will normally have appropriate and relevant work experience.

Distinctive Features of the Course:

UWBS currently holds devolved status from the CIPD. This was the culmination of ten years of student performance above the national average in all areas.

The course aims to develop students at advanced level for a professional career in HR by developing knowledge and understanding of the disciplines of HR, encouraging critical reflective thinking and developing independent personal development skills. The course covers a range of topics in the field of HR including, Leadership, Resourcing, Reward, Talent Management, Employment Law, Employee Relations and Change Management, written against the national standards for the profession, and is endorsed by the Chartered Institute of Personnel and Development (CIPD).

Completion of the course enables students to apply for professional membership of the CIPD.

Educational Aims of the Course:

Whether you are starting a career in Human Resource Management or are already working in the sector, and if you would like to progress at a professional level, this Human Resource Management Masters which is accredited by the CIPD can help you to achieve your career goals. Our business school holds devolved status from the CIPD and was given after ten years of student performance above the national average in all areas

You may already have studied at a university, or perhaps have some work experience in a related people management role. As a student on this part time MA in HRM you will have the opportunities to initiate or improve your critical understanding of complex managerial, HR and organisational issues. The course will develop the knowledge; skills and attitudes appropriate to middle and senior management and advanced practitioners in the HR field. Within the Masters in HRM you will initially complete the interim award at Post Graduate Diploma level. Following this you will undertake an independent research project of your choice, supported by an academic supervisor, who will enable you to complete this worthwhile Masters in Human Resource Management. If you are not already a member of the CIPD the successful completion of the course enables you to apply for Chartered Membership Status.

The course will assist you to make a strategic contribution to any organisation; it will also advance your career allowing you to successfully compete for higher level posts within the field of HR. This course not only gives you the advanced diploma through CIPD accreditation but also awards you a Masters from a well respected university who is committed to widening participation and innovative programmes.

Intakes:

September
January

Major Source of Funding:

Office for Students (OFS)

Tuition Fees:

Tuition fees are reviewed on an annual basis. The fees applicable to a particular academic year will be published on the University website.

Year	Status	Mode	Amount
2020/1	Overseas	Full Time	£13350.00
2020/1	H	Full Time	£8850.00
2020/1	H	Part Time	£3825.00

PSRB:

HR001P01UV (Full-time)

Professional Accreditation Body:
Chartered Institute of Personnel and Development (CIPD)

Accrediting Body:
Chartered Institute of Personnel and Development (CIPD)

Accreditation Statement:
Accredited by the Chartered Institute of Personnel and Development (CIPD).

Approved	Start	Expected End	Renewal
26/Apr/2011	26/Apr/2011	31/Aug/2020	01/Sep/2020

HR001P34UV (Part-time Day and Evening)

Professional Accreditation Body:
Chartered Institute of Personnel and Development (CIPD)

Accrediting Body:
Chartered Institute of Personnel and Development (CIPD)

Accreditation Statement:
Accredited by the Chartered Institute of Personnel and Development (CIPD).

Approved	Start	Expected End	Renewal
26/Apr/2011	26/Apr/2011	31/Aug/2020	01/Sep/2020

Course Structure:

January (Full-time)

Year 1

Full time Masters students normally study 180 credits for their award.

Module	Title	Credits	Period	Type
7HR012	Key Issues in Employee Relations and Employment Law	20	IN YR	Core
7HR005	Human Resource Management in Context	20	IN YR	Core
7HR003	Leading, Managing and Developing People	20	IN YR	Core
7MG001	Independent Business Analysis Project	60	CRYRA	Core

January (Part-time Day and Evening)

Year 1

Module	Title	Credits	Period	Type
7HR003	Leading, Managing and Developing People	20	IN YR	Core
7HR004	Organisational Change and Development	20	IN YR	Core
7HR002	People Resourcing and Reward	20	IN YR	Core
7HR007	Contemporary Issues in International Human Resource Management	20	IN YR	Core
7HR001	Investigating a Business Issue from an HR Perspective	20	CRYRA	Core
7HR005	Human Resource Management in Context	20	IN YR	Core

January (Part-time Day and Evening)

Year 2

Module	Title	Credits	Period	Type
7HR002	People Resourcing and Reward	20	INYR	Core
7MG002	Dissertation Project	60	CRYRA	Core
7HR004	Organisational Change and Development	20	INYR	Core
7HR012	Key Issues in Employee Relations and Employment Law	20	INYR	Core

September (Full-time)

Year 1

Full time Masters students normally study 180 credits for their award.

Module	Title	Credits	Period	Type
7HR007	Contemporary Issues in International Human Resource Management	20	INYR	Core
7HR004	Organisational Change and Development	20	INYR	Core
7HR002	People Resourcing and Reward	20	INYR	Core
7HR005	Human Resource Management in Context	20	INYR	Core
7HR003	Leading, Managing and Developing People	20	INYR	Core
7HR012	Key Issues in Employee Relations and Employment Law	20	INYR	Core
7MG001	Independent Business Analysis Project	60	CRYRA	Core

September (Part-time Day and Evening)

Year 1

Module	Title	Credits	Period	Type
7HR001	Investigating a Business Issue from an HR Perspective	20	CRYRA	Core
7HR005	Human Resource Management in Context	20	INYR	Core
7HR003	Leading, Managing and Developing People	20	INYR	Core

September (Part-time Day and Evening)

Year 2

Module	Title	Credits	Period	Type
7HR004	Organisational Change and Development	20	INYR	Core
7HR012	Key Issues in Employee Relations and Employment Law	20	INYR	Core
7HR002	People Resourcing and Reward	20	INYR	Core
7MG002	Dissertation Project	60	CRYRA	Core

Please note: Optional modules might not run every year, the course team will decide on an annual basis which options will be running, based on student demand and academic factors, to create the best learning experience.

Learning, Teaching and Assessment

Academic Regulations Exemption:

Section 1.2.3 - Exemption permitting the delivery of module 7HR001 (Investigating a Business Issue from a HR Perspective) over a whole academic year with content taught during Semester 1 followed by assessment submission during Semester 2.

Approved by AFRSC (20/6/2011).

Reference Points:

Quality Assurance Agency for Higher Education (2015) Masters awards in Business & Management.
Framework for Higher Education Qualification (2006).
Chartered Institute of Personnel (CIPD) Standards 2010

Learning Outcomes:

PGCert Course Learning Outcome 1 (PGCCL01)

Demonstrate 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 your academic discipline, field of study or area of professional practice with a conceptual understanding that enables the student: 1. to evaluate critically current research and advanced scholarship in the discipline. 2. to evaluate methodologies and develop critiques of them and, where appropriate, to propose new hypotheses.

PGCert Course Learning Outcome 2 (PGCCL02)

Demonstrate a comprehensive understanding of techniques applicable to your own research or advanced scholarship and ability to continue to advance your knowledge and understanding, and to develop new skills to a high level.

PGCert Course Learning Outcome 3 (PGCCL03)

Demonstrate 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 the discipline.

PGCert Course Learning Outcome 4 (PGCCL04)

Ability to deal with complex issues both systematically and creatively, make sound judgements in the absence of complete data, and communicate your conclusions clearly to specialist and non-specialist audiences.

PGCert Course Learning Outcome 5 (PGCCL05)

Demonstrate self-direction and originality in tackling and solving problems, and act autonomously in planning and implementing tasks at a professional or equivalent level.

PGCert Course Learning Outcome 6 (PGCCL06)

Demonstrate the qualities and transferable skills necessary for employment requiring: 1. the exercise of

initiative and personal responsibility 2. decision-making in complex and unpredictable situations 3. the independent learning ability required for continuing professional development.

PGDip Course Learning Outcome 1 (PGDCLO1)

Demonstrate 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 your academic discipline, field of study or area of professional practice with a conceptual understanding that enables the student: 1. to evaluate critically current research and advanced scholarship in the discipline 2. to evaluate methodologies and develop critiques of them and, where appropriate, to propose new hypotheses.

PGDip Course Learning Outcome 2 (PGDCLO2)

Demonstrate a comprehensive understanding of techniques applicable to your own research or advanced scholarship and ability to continue to advance your knowledge and understanding, and to develop new skills to a high level.

PGDip Course Learning Outcome 3 (PGDCLO3)

Demonstrate 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 the discipline.

PGDip Course Learning Outcome 4 (PGDCLO4)

Ability to deal with complex issues both systematically and creatively, make sound judgements in the absence of complete data, and communicate your conclusions clearly to specialist and non-specialist audiences.

PGDip Course Learning Outcome 5 (PGDCLO5)

Demonstrate self-direction and originality in tackling and solving problems, and act autonomously in planning and implementing tasks at a professional or equivalent level.

PGDip Course Learning Outcome 6 (PGDCLO6)

Demonstrate the qualities and transferable skills necessary for employment requiring: 1. the exercise of initiative and personal responsibility 2. decision-making in complex and unpredictable situations 3. the independent learning ability required for continuing professional development.

Masters Course Learning Outcome 1 (MACLO1)

Critically evaluate contemporary organisations in terms of their principal operating environments.

Masters Course Learning Outcome 2 (MACLO2)

Critically analyse how resourcing, talent management and reward strategies are developed and evaluate the different theories and perspectives within employment law and employee relations.

Masters Course Learning Outcome 3 (MACLO3)

Identify and justify a business issue that is of strategic relevance to the organisation in terms of research and research methods.

Masters Course Learning Outcome 4 (MACLO4)

Analyse and critically evaluate the historical and theoretical basis of organisational designs and their development in terms of their value and contribution to organisational life.

Masters Course Learning Outcome 5 (MACLO5)

Critically evaluate the practice, relevance and contribution of HRM and HRD to organisational success and effective change management using major contemporary research and debates in the field of HR.

Masters Course Learning Outcome 6 (MACLO6)

Synthesise relevant critical thinking through academic research completing an independent research project/dissertation at Masters level.

Overview of Assessment:

Module	Title	Course Learning Outcomes
7HR001	Investigating a Business Issue from an HR Perspective	PGCCLO1, PGCCLO3, PGCCLO4, PGCCLO5
7HR002	People Resourcing and Reward	MACLO2, MACLO5, PGDCLO1, PGDCLO2, PGDCLO3, PGDCLO5, PGDCLO6
7HR003	Leading, Managing and Developing People	MACLO2, MACLO3, PGCCLO1, PGCCLO3, PGCCLO4, PGCCLO6
7HR004	Organisational Change and Development	MACLO5, PGDCLO1, PGDCLO2, PGDCLO3, PGDCLO4, PGDCLO5
7HR005	Human Resource Management in Context	MACLO1, MACLO3, PGCCLO1, PGCCLO2, PGCCLO3
7HR007	Contemporary Issues in International Human Resource Management	MACLO1, MACLO2, MACLO4, MACLO6
7HR012	Key Issues in Employee Relations and Employment Law	MACLO5, MACLO6, PGDCLO1, PGDCLO3, PGDCLO4, PGDCLO6
7MG001	Independent Business Analysis Project	MACLO1, MACLO2, MACLO3, MACLO4, MACLO5, MACLO6
7MG002	Dissertation Project	MACLO1, MACLO2, MACLO3, MACLO4, MACLO5, MACLO6

Teaching, Learning and Assessment:

A variety of interactive learning activities will support the achievement of the course learning outcomes. Learning will involve both classroom engagement and out of classroom activities including the use of blended learning environments. Flexible and interactive e-learning opportunities (including CANVAS and PebblePad) will be a feature of learning. Personal reflection and collaborative learning will be vital components of this course and students will be expected to participate fully.

Students will encounter a number of learning activities during a variety of formal lectures, seminars and tutorials. The course will make use of case studies, problem solving activities, discussions (both structured and unstructured), action learning sets, evaluation of online and documentary resources and guest speaker inputs.

Students will be expected, and directed, to read from a range of sources, including academic journals. Students will work autonomously as well as interactively within group exercises. In order to progress and show knowledge and skill at Master's level requires a significant amount of self directed as well as lecturer directed reading and this forms a significant part of this course.

Both formative and summative assessment tasks will enhance opportunities for learning.

Learning activities will encompass a number of approaches that are designed to ensure a holistic overview of the subject matter. These will typically include;

- research

- critical analysis
- ethical approaches to key issues
- systematic problem solving
- presentation of results
- group dynamics and team activities
- CPD and critical self evaluation

Assessment Methods:

At the University of Wolverhampton, a variety of modes of assessment will be used to support and test your learning and progress and to help you develop capabilities that are valued beyond your University studies and into your working life. Your course may include a variety of assessment activities:

Written examinations (including online examinations, open and closed book examinations and quizzes)
 Coursework (for example, essays, reports, portfolios, project proposals and briefs, CVs, poster presentation)
 Practical (for example, oral and video presentations, laboratory work, performances, practical skills assessment)

In the final year of your undergraduate degree, and at the end of your postgraduate degree, you are likely to be expected to write an extended piece of work or research, such as a dissertation or a practice-based piece of research.

Student Support:

In providing flexible and interactive e-learning opportunities to meet student needs, e-learning components will be designed to form an integral feature of the learning, teaching and support. CANVAS provides a platform for doing this and will be the primary focus of the online supported learning dimension of the module. In addition to making use of the online databases and other software resources available through LIS and ITS, students will be encouraged to consider the potential benefits of using Pebble Pad as a practical aid to research activity.

A Personal Tutor is allocated to every student. Personal Tutors maintain regular communication (virtual and/or face-to-face) with each of their designated tutees. Follow up meetings are arranged with students who are not making satisfactory progress or who are at risk of withdrawal. Personal Tutors assist students in their personal and academic development, planning and progression as well as offering students advice and guidance to help them liaise with other staff and support facilities in their school and the University, including study skills support.

The Course Leader will monitor the academic and experiential quality of the Course through Award Boards, focus groups and other channels. Course Leader also supports and directs students proactively on the Course, both collectively and individually, and respond to inquiries and requests from students with regard to the academic programme of study.

Special Needs Tutor liaises with the Student Enabling Centre (SEC) regarding provision for specific disabled students & disseminates information from the SEC on the needs of specific disabled students. The Special Needs Tutor also monitor requests for, and provision of, specific examination and assessment arrangements, publicise SNT 'surgery' arrangements and make available time to meet with individual disabled students to enable them to discuss their own school-specific disability issues where necessary. The tutor takes a proactive role in monitoring the welfare and academic progress of disabled students within the school.

Employability in the Curriculum:

The CIPD is world renowned for developing the standards for the HR profession, and for anyone wishing to pursue or further their career within the field of HR it is essential that a CIPD postgraduate qualification is obtained, giving membership to the professional body.

Most organisations who recruit HR professionals require applicants to either hold a CIPD qualification or be

studying to achieve one.

International, National and Local recruitment to the field of HR is growing and as such competition for employment is high. Our programme is a robust programme that has been highly commended by the CIPD for many years.



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