

Course Specification

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Status:	Course is Validated - record setup in progress

Core Information

Awarding Body / Institution:	University of Wolverhampton		
School / Institute:	Wolverhampton Business School		
Course Code(s):	HR012P01UV	Full-time	12 Months
Course Title:	MA Human Resource Management - Extended		
Hierarchy of Awards:	Master of Arts Human Resource Management - Extended Postgraduate Diploma Human Resource Management - Extended Postgraduate Certificate Human Resource Management - Extended University Statement of Credit University Statement of Credit		
Language of Study:	English		
Date of DAG approval:	25/Sep/2017		
Last Review:	2016/7		
Course Specification valid from:	2016/7		
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)

The entry requirements for the MA HRM (Extended) are:

- Any undergraduate degree from a UK university or overseas equivalent, or a professional qualification and/or experience considered to be equivalent to the above;
- A reference from a tutor who has supervised the applicant's undergraduate studies and/or employer;
- Please check our minimum [language entry requirements](#)/before submitting your application;
- We offer a range programmes in [English as a Foreign Language](#) if you don't meet these requirements.
- 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.
- Students holding the PgD Human Resource Management may be eligible to enter with advanced standing.

Students may apply for recognition of prior learning (RPL) subject to the guidelines set out in the RPL Handbook. RPL includes accreditation of prior certificated learning and /or accreditation of prior experiential learning.

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.

Distinctive Features of the Course:

The MA HRM - Extended course enables students to access the MA HRM with non- standard entry criteria

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.

This course offers the opportunity to work with organisations including visits to companies working in an international context.

Educational Aims of the Course:

This course enables entry onto the MA HRM if you did not gain a first or second class honours at degree level (or equivalent). It will add to your existing skills and knowledge providing you with enhanced understanding

and abilities which will prepare you for Masters courses, whilst also providing English support if you need help in this area. The aim of the MA HRM is to provide you with the opportunity to gain knowledge and skills pertinent to your development as a Human Resource professional. You will be able to operate in international environments given the unique design of our programme. The course is intellectually challenging and upon completion, you will have the skills, knowledge and understanding to be able to function exceptionally well as an HR professional. In addition, all modules are also aligned to the professional standards of the Chartered Institute of Personnel Development (CIPD) which offers you the opportunity to apply for membership of the CIPD.

The course is designed for students who want to embark on advanced level study of Human Resource Management to develop analytical and evaluation skills that can be applied to real work situations. The course recognises that people management is a key force for successful economic growth and thus emphasises the development of knowledge and understanding of a range of management and business practices and the ability to apply them effectively in an innovative manner. The course also adopts an interdisciplinary approach and will help you develop your own understandings of complex and challenging business environments. To help this process we also (where possible) arrange visits to some of the larger businesses such as Toyota, JCB and Whitbread. These are designed to give you an insight into the structural complexities and management of large business concerns, thus giving you valuable experience of the concepts you study in class. Coupled with an innovative assessment portfolio, you are provided with a mutually inclusive and dynamic learning experience based on the principles of continuous professional development.

Intakes:

September
January

Major Source of Funding:

HE FUNDING COUNCIL FOR ENGLAND (HEFCE)

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
2018/9	Overseas	Full Time	£14445.00
2018/9	H	Full Time	£9445.00
2018/9	EU	Full Time	£9445.00
2019/0	Overseas	Full Time	£14745.00
2019/0	H	Full Time	£9612.00
2019/0	EU	Full Time	£9612.00

PSRB:

None

Course Structure:

January (Full-Time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 1

Full Time Masters students will study 180 credits for an award.

Module	Title	Credits	Period	Type
7BE011	Masters Learning	0	SEM2	Core
7HR012	Key Issues in Employee Relations and Employment Law	20	SEM2	Core
7HR005	Human Resource Management in Context	20	SEM2	Core
7HR003	Leading, Managing and Developing People	20	SEM2	Core
7MG001	Independent Business Analysis Project	60	CRYRA	Core
7HR004	Organisational Change and Development	20	SEM1	Core
7HR002	People Resourcing and Reward	20	SEM1	Core
7HR007	Contemporary Issues in International Human Resource Management	20	SEM1	Core

September (Full-Time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 1

180 credits must be passed for a Master of Arts Award

Module	Title	Credits	Period	Type
7BE011	Masters Learning	0	SEM1	Core
7HR004	Organisational Change and Development	20	SEM1	Core
7HR002	People Resourcing and Reward	20	SEM1	Core
7HR007	Contemporary Issues in International Human Resource Management	20	SEM1	Core
7MG001	Independent Business Analysis Project	60	CRYRA	Core
7HR012	Key Issues in Employee Relations and Employment Law	20	SEM2	Core
7HR005	Human Resource Management in Context	20	SEM2	Core
7HR003	Leading, Managing and Developing People	20	SEM2	Core

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 (2016)

Chartered Institute of Personnel (CIPD) Standards 2010

Equality Act 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, in the business environment and be able to use this to formulate solutions to complex problems.

PGCert Course Learning Outcome 2 (PGCCL02)

Ability to deal with complex business 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 3 (PGCCL03)

Analyse the different approaches and techniques that facilitate detailed study at the postgraduate level in business and management issues.

PGDip Course Learning Outcome 1 (PGDCL01)

Demonstrate a systematic understanding of knowledge, and a critical awareness of current problems and/or new insights, in the business environment and be able to use this to formulate solutions to complex problems

PGDip Course Learning Outcome 2 (PGDCL02)

Ability to deal with complex business 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 3 (PGDCL03)

Critically analyse the use of some of the key functional areas in support of the development of company activity at operational or strategic levels.

PGDip Course Learning Outcome 4 (PGDCL04)

Critically analyse contemporary issues, challenges and problems relating to business and management that impact on business and management at functional, strategic and sector levels.

PGDip Course Learning Outcome 5 (PGDCLO5)

Analyse the different approaches and techniques that facilitate detailed study at the postgraduate level in business and management issues.

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.

Masters Course Learning Outcome 7 (MACLO7)

Analyse the different approaches and techniques that facilitate detailed study at the postgraduate level in business and management issues.

Overview of Assessment:

Module	Title	Course Learning Outcomes
7BE011	Masters Learning	MACLO7, PGCCLO3, PGDCLO5
7HR002	People Resourcing and Reward	MACLO2, MACLO5, PGCCLO1, PGCCLO2, PGDCLO1, PGDCLO2, PGDCLO3, PGDCLO4
7HR003	Leading, Managing and Developing People	MACLO2, MACLO3, PGCCLO1, PGCCLO2, PGDCLO1, PGDCLO2, PGDCLO3, PGDCLO4
7HR004	Organisational Change and Development	MACLO5, PGCCLO1, PGCCLO2, PGDCLO1, PGDCLO2, PGDCLO3, PGDCLO4
7HR005	Human Resource Management in Context	MACLO1, MACLO3, PGCCLO1, PGCCLO2, PGDCLO1, PGDCLO2, PGDCLO3, PGDCLO4
7HR007	Contemporary Issues in International Human Resource Management	MACLO1, MACLO2, MACLO4, MACLO6, PGCCLO1, PGCCLO2, PGDCLO1, PGDCLO2, PGDCLO3, PGDCLO4
7HR012	Key Issues in Employee Relations and Employment Law	MACLO5, MACLO6, PGCCLO1, PGCCLO2, PGDCLO1, PGDCLO2, PGDCLO3, PGDCLO4
7MG001	Independent Business Analysis 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 will be a feature of learning. Personal reflection and collaborative learning will be vital components of this course.

Students will encounter a number of learning activities during a variety of formal lectures, seminars and tutorials. The course will make use of techniques such as 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.

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

Where appropriate visiting speakers, external visits and real-time (as opposed to text book) case based activities will add a practical dimension to the learning process. Recognising the rich potential learning from the workplace, opportunities to work with organisations will be maximised.

The course covers a range of topics in the field of HR including, Leading, Managing and Developing People, People Resourcing and Reward, Organisational Change and Development, Contemporary Issues in International Human Resource Management and Key Issues in Employee Relations and Employment Law. Each level of the programme is aligned to 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 Chartered Membership or Fellowship of the CIPD.

It is essential that you become a student member of the CIPD in order to gain the appropriate membership on completion of your studies. The appropriate form will be supplied at the beginning of your course of study.

Student Support:

Flexible and interactive e-learning opportunities will also be offered to on-line distance learning students. The University VLE provides a platform for learning materials and activities to support online learning across all modules. A cohesive package of e-learning components has been designed to compensate for a lack of traditional classroom contact by presenting an integrated package of learning, teaching and support. All e-learners will be supported by online tutors. In addition e-learners will make use of the online databases and

other software resources available through LIS, including learning skills support and ITS.

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. The Course Leader also supports and directs students proactively on the Course, both collectively and individually, and responds to inquiries and requests from students with regard to the academic programme of study.

The Faculty Enabling Tutor (FET) 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 SNT also monitors 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 SNT takes a pro-active 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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