

University of Plymouth

Faculty of Arts, Humanities & Business

Plymouth Business School

Programme Specification

MA Human Resource Management

September intake: 4328 (FT) / 4331 (PT)

January intake: 7358 (FT) / 7359 (PT)

Approved Final Version for
September 2022

1. Final award title: MA Human Resource Management

Level 7 intermediate award titles:

Postgraduate Diploma

Postgraduate Certificate

HECOS code: 100085

2. Awarding institution: University of Plymouth

Teaching institution: University of Plymouth

3. Accrediting Body

Chartered Institute of Personnel & Development (CIPD)

Date of re-accreditation: September 2021

Accreditation will remain valid for the currency of the accredited programme and the named University award as indicated within Schedule 1 of the licence agreement.

Accreditation to be continuous based upon the validity of the current accredited programme and also the currency of the CIPD Profession Map.

4. Distinctive Features of the Programme and the Student Experience

Appeal:

The programme is designed to satisfy the needs of those who are either seeking a career in HR or have already started their career in HR and therefore require a professionally recognised qualification as well as an academic award. It may be taken either full or part time and thus can attract a diverse range of students. The attraction to students who are already working and at different stages of their careers means that student groups include a broad range of HR related occupations and levels of seniority. The programme attracts students from all sectors of the labour market, public, private and not for profit. These factors provide variety in the cohorts studying for the qualification and greatly enhance the learning experiences of all individuals.

CIPD membership:

Professional accreditation has been attained from the CIPD for the MAHRM so that upon successful completion of the programme, and dependant on students being in active CIPD Student membership, students will gain Associate membership on completion. They will then be eligible to upgrade to Chartered or Fellow membership (depending upon their level of HR experience).

Please note that whilst University of Plymouth allow for compensation, the CIPD do *not* permit it. Therefore if students are compensated they will not be able to obtain CIPD Accreditation.

Student membership of the CIPD:

A requirement of the programme is that students must become student members of the CIPD. Not only does this help with obtaining jobs in HR but it also provides a rich resource of research and professional guidance which is only available to members of the Institute. The CIPD website is an interactive site of global HR news and information, focusing on the big issues of the day, and drawing on the views of top HR academics, practitioners and thinkers. The on line People Management feed accelerates the development of the website news and comment, strengthening its coverage of the HR dimension of the moving business agenda as it happens daily and hourly. At the same time, the People Management magazine is a monthly, features-led magazine providing more challenging and thought-provoking articles, and more in-depth sharing of best and next practice.

To obtain CIPD membership students will need to join the CIPD during their studies (before the end of their studies at the latest) to produce a Student Registration Number. This number will need to be given to the Faculty Office to enable them to communicate their results to the CIPD.

CIPD Branch Support:

As members of the CIPD, students automatically become members of the local branch which in this case is the Devon and Cornwall branch. This branch is also sub divided into five area groups in recognition of the large geographical spread of Devon and Cornwall. Through this branch, students have access to a variety of support mechanisms which will sustain them through their programme of study and beyond into their HR professional career. They can utilise a wide network of professionals with whom mentoring can be arranged, an active branch programme of events focussing on a broad range of topics and notification of local HR job opportunities which may not be published elsewhere. Branch members can also offer opportunities for research or project work within their own organisations. The MAHRM regularly hosts professional events with the CIPD branch, which are attended by practitioners across the two counties as well as by our students.

5. Relevant QAA Subject Benchmark Group

Masters Degrees in Business and Management (2015)

https://www.qaa.ac.uk/docs/qaa/subject-benchmark-statements/sbs-business-and-management-15.pdf?sfvrsn=1997f681_16

6. Programme Structure

September start

Full Time (Sep-2022 intake)

Semester 1	HRL7001: Ethical Resourcing (30 credits)
	HRL7002: People Management Strategies in Context (30 credits)
Semester 2	HRL7003: Employment Relations and Employment Law (30 credits)
	HRL7004: Delivering Change in a Contemporary Workplace (30 credits)
All Year <i>(Semesters 1 & 2 & Summer)</i>	PBS7000: Capstone Project (60 credits)

Part Time (Sep-2022 intake – Year 1 / Sep-2021 intake – Year 2)

Year 1	
Semester 1	HRL7001: Ethical Resourcing (30 credits)
Semester 2	HRL7003: Employment Relations and Employment Law (30 credits)
Year 2	
Semester 1	HRL7002: People Management Strategies in Context (30 credits)
Semester 2	HRL7004: Delivering Change in a Contemporary Workplace (30 credits)
All Year 2 <i>(Semesters 1 & 2 & Summer)</i>	PBS7000: Capstone Project (60 credits)

January start

Full Time (Jan-2023 intake)

Semester 1 (Semester 2 22/23)	HRL7003: Employment Relations and Employment Law (30 credits)
	HRL7004: Delivering Change in a Contemporary Workplace (30 credits)
Semester 2 (Semester 1 23/24)	HRL7001: Ethical Resourcing (30 credits)
	HRL7002: People Management Strategies in Context (30 credits)
All Year (Semester 2 & Summer 22/23 and Semester 1 23/24)	PBS7000J: Capstone Project (60 credits)

Part Time (Jan-2023 intake – Year 1)

Year 1	
Semester 1 (Semester 2 22/23)	HRL7003: Employment Relations and Employment Law (30 credits)
Semester 2 (Semester 1 23/24)	HRL7001: Ethical Resourcing (30 credits)
Year 2	
Semester 1 (Semester 2 23/24)	HRL7004: Delivering Change in a Contemporary Workplace (30 credits)
Semester 2 (Semester 1 24/25)	HRL7002: People Management Strategies in Context (30 credits)
All Year 2 (Semester 2 & Summer 23/24 and Semester 1 24/25)	PBS7000J: Capstone Project (60 credits)

7. Programme Aims

The programme is intended to:

1. Enable participants to develop the necessary skills, competencies and knowledge for effective, ethical and contemporary HR management in a business and organisational context.
2. Provide students with the opportunity to develop the qualities needed for employment in complex and unpredictable HRM and related environments.

3. Adopt a critical perspective on theory and research, and support the application of learning to students' work environments.
4. Provide the opportunity for students to pursue some subjects to greater depth, to seek out an avenue of HRM enquiry and to carry out independent research through the undertaking of an HR Research Project.

8. Programme Intended Learning Outcomes

8.1. Knowledge and understanding

On successful completion graduates should have developed:

- 1) A systematic understanding of knowledge orientated to the field of HRM and related academic disciplines.
- 2) A critical awareness of current problems, debates, issues and insight as informed by these specialist fields of study, and by a developing sense of 'good' and ethical professional practice.
- 3) A conceptual understanding that enables the student to critically reflect upon and evaluate current research, relevant scholarship and professional practice.
- 4) Knowledge and understanding that helps develop a critical framework for assessing the credibility and suitability of various techniques and practices.

8.2. Cognitive and intellectual skills

On successful completion graduates should have developed:

- 1) The ability to evaluate competing evidence critically, reach conclusions and present findings.
- 2) The ability to problem solve within the context of the business environment and with particular emphasis on the management of people.
- 3) The ability to synthesise and interpret evidence from a variety of sources to effect improvement in the management of people.
- 4) The ability to utilise a variety of theoretical and research approaches in order to systematically and creatively deal with complex issues in the study and/or practice of HRM.
- 5) The ability to conduct research into business and human resource management issues.

8.3. Key and transferable skills

On successful completion graduates should have developed:

- 1) An ability to work towards the achievement of set objectives, with sensitivity to the diversity in people and different situations, either as a group leader or a team member (group working)

- 2) The capacity to select and utilise appropriate learning resources in relation to the specific task (learning resources)
- 3) The capacities to listen, influence, persuade and communicate clearly through written and oral means in both academic and professional settings (communications)
- 4) The necessary skills required for life long independent and reflective learning (self-evaluation and problem solving).
- 5) The capability to complete research and management tasks with minimum guidance (management of information and autonomy)

8.4. Employment related skills

On successful completion graduates should have developed:

- 1) The skills to critically reflect on their own performance to inform continuing personal and professional development
- 2) A critical understanding of the workplace with particular reference to the successful management of the employment relationship using relevant theories, techniques and problem solving skills
- 3) Initiative and personal responsibility for their own learning which can then become part of their future career

8.5. Practical skills

On successful completion graduates should have developed:

- 1) Appropriate people management and development policies and strategies, maximising the contribution, growth and well-being of employees including an ethical sensibility towards the practice of HRM.
- 2) An application of appropriate advice in relation to the legal dimensions involved in the management of people.
- 3) The implementation of effective processes for the recruitment, selection, reward, retention, learning and development of employees.
- 4) Working in partnership, including negotiation, with employee representatives to develop procedures and processes that enhance the commitment of employees and resolve work conflict.
- 5) Appropriate recommendations concerning arrangements for the organisation and delivery of people management services, including ways of assessing the contribution of people management to organisational success.

9. Admissions Criteria, including APCL, APEL and Disability Service Arrangements

Entry Requirements: MA Human Resource Management	
BA / BSc Degree	Normal minimum entry requirements are a Lower Second / 2:2 class honours degree or equivalent. Other qualifications and relevant experience will be considered on an individual basis.
APEL	Applications for the accreditation of prior experience and/or learning will be considered by the Programme Leader on a case-by-case basis in accordance with published University of Plymouth regulations.
Language Requirements	Candidates whose first language is not English require IELTS 6.5 (with a minimum of 5.5 in each element) or equivalent. If the applicant's English language does not meet the above standard at point of application there may be an opportunity to complete one of the University's pre-sessional English language courses.

Disability Service arrangements are as per standard University practice. Applicants can access information at: <https://www.plymouth.ac.uk/student-life/services/student-services/disability-and-dyslexia/applicants>

10. Progression routes/criteria for final and intermediate awards

Postgraduate Diploma 120 credits from the taught programme components (excluding Capstone Project)

Postgraduate Certificate - 60 credits from the taught programme components (excluding Capstone Project)

11. Non-standard regulations

Not applicable.

12. Transitional arrangements

Students currently enrolled on the programme and those who interrupted or repeat will be managed on a case by case basis to ensure programme learning outcomes are met.

13. Programme Specification Mapping (PGT): module contribution to the meeting of Award Learning Outcomes

Module	Credits	C core E elective	Award Learning Outcomes contributed to (for more information see Section 8)																				Compensat ion Y/N (CIPD does not allow accreditati on)	Assessment element(s) and weightings [use KIS definition] E1 - exam E2 - clinical exam T1 - test C1 - coursework A1 - generic assessment P1 - practical					
			Knowledge & understanding					Cognitive & intellectual skills					Key & transferable skills					Employment related skills							Practical skills				
			1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5			1	2	3	4	5
HRL7001	30	C	x	x	x	x	x	x	x	x		x	x	x			x	x	x		x	x	x		x	Y	C1 (100%)		
HRL7004	30	C	x	x	x	x	x	x	x				x		x	x	x				x				x	Y	C1 (100%)		
Learning Outcomes 60 credits			x	x	x	x	x	x	x		x	x	x		x	x	x	x		x	x	x		x					
HRL7003	30	C	x	x	x	x	x	x	x		x				x	x	x				x	x		x	Y	C1 (100%)			
HRL7002	30	C	x	x	x	x	x	x	x		x		x		x	x	x				x				x	Y	C1 (70%) / P1 (30%)		
Learning Outcomes 120 credits			x	x	x	x	x	x	x		x		x		x	x	x	x			x	x	x	x	x				
PBS7000 / PBS7000J	60	C					x		x		x	x	x	x	x	x	x				x	x	x		x	N	C1 (100%)		
Learning Outcomes 180 credits			x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x			x	x	x	x	x				
Confirmed Award Los			x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x			x	x	x	x	x				

HRL7001: Ethical Resourcing
HRL7002: People Management Strategies in Context

HRL7003: Employment Relations and Employment Law
HRL7004: Delivering Change in a Contemporary Workplace

PBS7000/PBS7000J: Capstone Project