



UNIVERSITY OF
PORTSMOUTH

COURSE SPECIFICATION

MSc Human Resource Management

**Academic Standards, Quality and Partnerships
Department of Student and Academic Administration**

March 2018

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COURSE SPECIFICATION

Please refer to the [Course Specification Guidance Notes](#) for guidance on completing this document.

Course Title	<i>MSc Human Resource Management</i>
Final Award	<i>MSc</i>
Exit Awards	<i>PGCert, PGDip</i>
Course Code / UCAS code (if applicable)	<i>C2313F</i>
Mode of study	<i>Full time</i>
Mode of delivery	<i>Campus</i>
Normal length of course	<i>1 year</i>
Cohort(s) to which this course specification applies	<i>From September 2019 intake onwards</i>
Awarding Body	<i>University of Portsmouth</i>
Teaching Institution	<i>University of Portsmouth</i>
Faculty	<i>Faculty of Business and Law</i>
School/Department/Subject Group	<i>Organisation Studies and Human Resource Management</i>
School/Department/Subject Group webpage	http://www.port.ac.uk/portsmouth-business-school/
Course webpage including entry criteria	http://www.port.ac.uk/courses/business-and-management/msc-human-resource-management/
Professional and/or Statutory Regulatory Body accreditations	<i>Chartered Institute of Personnel and Development</i>
Quality Assurance Agency Framework for Higher Education Qualifications (FHEQ) Level	<i>Level 7</i>

This course specification provides a summary of the main features of the course, identifies the aims and learning outcomes of the course, the teaching, learning and assessment methods used by teaching staff, and the reference points used to inform the curriculum.

This information is therefore useful to potential students to help them choose the right course of study, to current students on the course and to staff teaching and administering the course.

Further detailed information on the individual modules within the course may be found in the relevant module descriptors and the Course Handbook provided to students on enrolment.

Please refer to the [Module Web Search](#) for further information on the course structure and modules.

Educational aims of the course

The [Course Specification Guidance Notes](#) include advice on what to include in this section.

The MSc Programme enables students to:

- Critically explore general management functions and activities with full regard to internal and external contexts
- Develop a comprehensive and systematic understanding of the techniques of professional HR practice through the application of relevant theory to the workplace
- Engage in the critical analysis and synthesis of strategic level HRM or HRD research applicable to advanced professional practice. (MSc)
- Acquire professional membership of the CIPD

Course Learning Outcomes and Learning, Teaching and Assessment Strategies

The [Quality Assurance Agency for Higher Education \(QAA\)](#) sets out a national framework of qualification levels, and the associated standards of achievement are found in their [Framework for Higher Education Qualifications](#) document.

The Course Learning Outcomes for this course are outlined in the tables below.

A. Knowledge and understanding:

Postgraduates will have a systematic knowledge and critical awareness of the discipline/area of HRM. In order to show this, they will be able to:

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
A1	<i>Demonstrate a critical awareness of current problems in the discipline of HRM by evaluating current business and management theory and practice in the field of HRM.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>
A2	<i>Demonstrate a critical understanding of the management of HR and the changing environments in which it operates.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>

B. Cognitive (Intellectual or Thinking) skills:

Postgraduates will be developed critical thinkers. In order to show this, they will be able to:

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
B1	<i>Demonstrate a critical awareness in the analysis and evaluation of current issues in the HRM field.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>
B2	<i>Analyse and evaluate complex HRM problems and their business contexts.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>

B3	<i>Synthesize information and knowledge both systematically and creatively to improve HRM decision-making.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>
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C. Practical (Professional or Subject) skills:

Postgraduates will have an entrepreneurial mindset that allows them to apply their knowledge to solve real life problems in the field of HRM, working independently and with originality. In order to show this, they will be able to:

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
C1	<i>Critically evaluate the HR issues in a complex and uncertain business context.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>
C2	<i>Show originality of thinking in proposing credible, workable solutions to an HRM problem</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>
C3	<i>Work effectively to develop and present solutions to an HR problem.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>

D. Transferrable (Graduate and Employability) skills:

Postgraduates will be effective communicators.

Postgraduates will have a critical awareness of international HR ethical and sustainability issues, including aspects of economic, environmental and social responsibility in a global context.

In order to show this, they will be able to:

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
D1	<i>Communicate their appropriately proposed HR solutions on complex issues so that they can be clearly understood by experts in the field of HRM.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>
D2	<i>Communicate their critical understanding of HR issues in the field such that they could be clearly understood, even by non-HR experts.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>
D3	<i>Critically discuss the impact of HR perspectives in a piece of written work/in a realistic problem scenario.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>

D4	<i>Identify sustainability issues that will affect the resolution of HR problems.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>
D5	<i>Identify HR ethical issues and evaluate appropriate ways to resolve these.</i>	<i>lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio, dissertation</i>

Academic Regulations

The current University of Portsmouth [Academic Regulations](#) will apply to this course.

Support for Student Learning

The University of Portsmouth provides a comprehensive range of support services for students throughout their course, details of which are available at the [MyPort](#) student portal.

In addition to these University support services this course also provides a work-opportunity placement.

Evaluation and Enhancement of Standards and Quality in Learning and Teaching

The University of Portsmouth undertakes comprehensive monitoring, review and evaluation of courses within clearly assigned staff responsibilities. Student feedback is a key feature in these evaluations, as represented in our [Policy for Listening to and Responding to the Student Voice](#) where you can also find further information.

Reference Points

The course and outcomes have been developed taking account of:

Insert additional reference points or delete as required

- [University of Portsmouth Curriculum Framework Specification](#)
- [University of Portsmouth Education Strategy 2016 - 2020](#)
- [University of Portsmouth Code of Practice for Work-based and Placement Learning](#)
- [Quality Assurance Agency UK Quality Code for Higher Education](#)
- [Quality Assurance Agency Qualification Characteristic Statements](#)
- [Quality Assurance Agency Subject Benchmark Statement](#) for master's degrees
- [Quality Assurance Agency Framework for Higher Education Qualifications](#)
- The course is approved by the Chartered Institute of Personnel and Development (CIPD) and is mapped against their level 7 standards.. Note: To meet the requirements of the professional body, the HR in Context and Leadership and Management modules are assessed by a closed book exam and the pass mark for each assessment artefact is 40%.
- Vocational and professional experience, scholarship and research expertise of the University of Portsmouth's academic members of staff
- National Occupational Standards

Disclaimer

The University of Portsmouth has checked the information provided in this Course Specification and will endeavour to deliver this course in keeping with this Course Specification. However, changes to the course may sometimes be required arising from annual monitoring, student feedback, and the review and update of modules and courses.

Where this activity leads to significant changes to modules and courses there will be prior consultation with students and others, wherever possible, and the University of Portsmouth will take all reasonable steps to minimise disruption to students.

It is also possible that the University of Portsmouth may not be able to offer a module or course for reasons outside of its control, for example, due to the absence of a member of staff or low student registration numbers. Where this is the case, the University of Portsmouth will endeavour to inform applicants and students as soon as possible, and where appropriate, will facilitate the transfer of affected students to another suitable course.

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