



UNIVERSITY OF
PORTSMOUTH

COURSE SPECIFICATION

PGDip Human Resource Development and Training 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>PGDip Human Resource Development and Training Management</i> |
| Final Award | <i>PgDip</i> |
| Exit Awards | |
| Course Code / UCAS code (if applicable) | <i>C2668P</i> |
| Mode of study | <i>Part time</i> |
| Mode of delivery | <i>Campus</i> |
| Normal length of course | <i>2 years - 4 years</i> |
| Cohort(s) to which this course specification applies | <i>From September 2020 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 | Portsmouth Business School |
| Course webpage including entry criteria | Human Resource Development and Training Management |
| Professional and/or Statutory Regulatory Body accreditations | <i>Chartered Institute of Personnel and Development (CIPD)</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.

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- The HRD &TM Programme aims to:
- Provide a challenging and stimulating framework of study for the development of a comprehensive and systemic understanding of professional HR/HRD and training consultancy practice in a staged Work-Based Learning Programme, that facilitates personal, academic and professional development, which allows the acquisition of knowledge skills and competencies through self-directed study and the application of relevant concepts, theories and practice to the workplace.
- Critically explore general management functions and activities and their relationship to the HRD professional with full regard to the internal and external context.
- Develop a systematic understanding of relevant knowledge and a critical awareness of current issues at the forefront of HRD/ training management, training consultancy and HRM so that they can be applied in a strategic and business management context.
- Enable students to develop high-level knowledge in a range of HRD/training management related disciplines that will enable the development of a HRD/training management culture.
- Provide the students with the means and skills to transfer concepts and experience gained from the course to other workplace situations.
- Acquire professional membership of the CIPD.
- This is an interdisciplinary programme that sets the role of the HRD/training professional within the wider business and HR framework. It provides students with the knowledge to act as effective HRD/training management professionals in any size or type of organisation. It is also instructive to managers of other disciplines who need to understand how to manage HRD/ training management within the wider HRM and business context. This programme seeks to provide students with appropriate knowledge and understanding to enable them to make an effective contribution to the implementation of the practices of HRD/training management and consultancy within the wider HRM and business context. Knowledge and understanding is developed in relation to the strategic, tactical and operational HRD/training management with appropriate academic rigour in the units.

Course Learning Outcomes and Learning, Teaching and Assessment Strategies

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

A. Knowledge and understanding of:

| LO number | Learning outcome | Learning and Teaching methods | Assessment methods |
|-----------|---|--|--|
| A1 | <i>Demonstrate a critical awareness of current problems in the discipline of HRD by evaluating current business and management theory and practice in the field of HRM.</i> | <i>This is a work based learning course, which requires students to independently study the curriculum and then apply the learning into the workplace. Students will attend workshops at the start of each module that will provide guidance on the subject matter to be independently studied. Each student is allocated a tutor who will help direct and guide the student in their independent studies.</i> | <i>Work based learning assignments, Portfolios, Examination and Business research report</i> |
| A2 | <i>Demonstrate a critical understanding of the management of HR and HRD the changing environments in which they operates.</i> | <i>As Above</i> | <i>As Above</i> |

A. 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 HRD field.</i> | <i>This is a work based learning course, which requires students to independently study the curriculum and then apply the learning into the workplace. Students will attend workshops at the start of each module that will provide guidance on the subject matter to be independently studied. Each student is allocated a tutor who will help direct and guide the student in their independent studies.</i> | <i>Work based learning assignments, Portfolios, Examination and Business research report</i> |
| B2 | <i>Analyse and evaluate complex HRM and HRD problems and their business contexts.</i> | <i>As Above</i> | <i>As Above</i> |
| B3 | <i>Synthesize information and knowledge both systematically and creatively to improve HRD decision-making.</i> | <i>As Above</i> | <i>As Above</i> |

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 IHRM, 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 HRM and HRD issues in a complex and uncertain business context.</i> | <i>This is a work based learning course, which requires students to independently study the curriculum and then apply the learning into the workplace. Students will attend workshops at the start of each module that will provide guidance on the subject matter to be independently studied. Each student is then allocated a tutor who will help direct and guide the student in their independent studies.</i> | <i>Work based learning assignments, Portfolios, Examination and Business research report</i> |
| C2 | <i>Show originality of thinking in proposing credible, workable solutions to an HRD related problem</i> | <i>As Above</i> | <i>As Above</i> |
| C3 | <i>Work effectively to develop and present solutions to an HRD related problem.</i> | <i>As Above</i> | <i>As Above</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 HRD solutions on complex issues so that they can be clearly understood by experts in the field of HRD.</i> | <i>This is a work based learning course, which requires students to independently study the curriculum and then apply the learning into the workplace. Students will then attend workshops at the start of each module that will provide guidance on the subject matter to be independently studied. Each student is then allocated a tutor who will help direct and guide the student in their independent studies.</i> | <i>Work based learning assignments, Portfolios, Examination and Business research report</i> |
| D2 | <i>Communicate their critical understanding of HRD related issues in the field such that they could be clearly understood, even by non-HRD experts.</i> | <i>As Above</i> | <i>As Above</i> |
| D3 | <i>Critically discuss the impact of a range of HRD perspectives in a piece of written work/in a realistic problem scenarios.</i> | <i>As Above</i> | <i>As Above</i> |
| D4 | <i>Identify sustainability issues that will affect the resolution of a range of HRD problems.</i> | <i>As Above</i> | <i>As Above</i> |
| D5 | <i>Identify HRD ethical issues and evaluate appropriate ways to resolve these.</i> | <i>As Above</i> | <i>As Above</i> |

Add additional rows as required.

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.

Students on this work based learning programme are provided with a named individual tutor whose role it is to guide and support the student in their independent studies and completion of their work based learning assignments.

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 **enter the relevant statement for this course**
- [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 TMBC and LMS modules are assessed by a closed book exam; the word count for the Business Research report is 7000 words 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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Document details

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|---------------------------------------|-------------------------|
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