



UNIVERSITY OF  
PORTSMOUTH

# COURSE SPECIFICATION

## MSc Human Resource Management

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

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## COURSE SPECIFICATION

<b>Course Title</b>	<b><i>MSc Human Resource Management</i></b>
<b>Final Award</b>	<i>MSc</i>
<b>Exit Awards</b>	<i>Postgraduate Certificate, Postgraduate Diploma</i>
<b>Course Code / UCAS code (if applicable)</b>	<i>C2313F</i>
<b>Mode of study</b>	<i>Full time</i>
<b>Mode of delivery</b>	<i>Campus</i>
<b>Normal length of course</b>	<i>1 year</i>
<b>Cohort(s) to which this course specification applies</b>	<i>From September 2022 intake onwards</i>
<b>Awarding Body</b>	<i>University of Portsmouth</i>
<b>Teaching Institution</b>	<i>University of Portsmouth</i>
<b>Faculty</b>	<i>Faculty of Business and Law</i>
<b>School/Department/Subject Group</b>	<i>Organisation Studies and Human Resource Management</i>
<b>School/Department/Subject Group webpage</b>	<a href="#"><i>Portsmouth Business School</i></a>
<b>Course webpage including entry criteria</b>	<a href="#"><i>MSc Human Resource Management</i></a>
<b>Professional and/or Statutory Regulatory Body accreditations</b>	<i>Chartered Institute of Personnel and Development</i>
<b><a href="#"><u>Quality Assurance Agency Framework for Higher Education Qualifications (FHEQ) Level</u></a></b>	<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 on Moodle.

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

## Educational aims of the course

The MSc Human Resource Management Programme:

- Enables students to develop critical perspectives on theories, models and techniques that underpin the knowledge expected of human resources professionals.
- Enables students to develop critical evaluation, persuasive argument and reflective learning skills.
- Provides opportunities for students to evaluate the strategic contribution of people professionals in organisations.
- Enables students to undertake an extended critical investigation of a human resource management topic.
- Enables students to meet the core knowledge and core behaviour standards of the CIPD profession map at Chartered level. On successful completion providing students are in active CIPD membership students will automatically gain Associate membership of the CIPD. They will also gain the eligibility to potentially upgrade their membership to Chartered depending on their experience

## 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 issues in the discipline of HRM by evaluating current business and management theory and practice</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>

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
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>

### 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 analyse the HR issues in a complex and uncertain business context.</i>	<i>Lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio and 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, portfolio and 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, portfolio and 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 critical understanding of HR issues such that they could be clearly understood by non-HR experts.</i>	<i>Lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio and dissertation</i>
D2	<i>Identify international issues that may influence the resolution of HR problems.</i>	<i>Lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio and dissertation</i>
D3	<i>Identify sustainability issues that affect the resolution of HR problems.</i>	<i>Lectures, seminars, and group work</i>	<i>Essays, presentations, portfolio and dissertation</i>

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
D4	<i>Identify HR ethical issues and evaluate appropriate ways to resolve them.</i>	<i>Lectures, seminars, and group work</i>	<i>Essays, presentations, exams, portfolio and 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:

- [University of Portsmouth Curriculum Framework Specification](#)
- [University of Portsmouth Vision 2030 and Strategy 2025](#)
- [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](#)
- [Quality Assurance Agency Framework for Higher Education Qualifications](#)
- Requirements of Professional and/or Statutory Regulatory Bodies: Chartered Institute of Personnel and Development (CIPD). To comply with CIPD requirements students must pass all assessment artefacts and no compensation is permitted, in order for students to be eligible for CIPD Associate membership on completion of the course.
- 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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