

PROGRAMME SPECIFICATION

for the award of**MSc International Human Resource Management****Managed and delivered by Oxford Brookes Business School**

Date approved:	
Applies to students commencing study in:	September 2020

RECORD OF UPDATES

Date amended*	Nature of amendment**	Reason for amendment**

SECTION 1: GENERAL INFORMATION

Awarding body:	Oxford Brookes University
Teaching institution and location:	Oxford Brookes University, Headington Campus
Language of study:	English
Final award/s:	Masters of Science (MSc)
Programme title:	International Human Resource Management
Interim exit awards and award titles available:	Postgraduate Certificate in Human Resource Management Postgraduate Diploma in Human Resource Management
Brookes course code:	MSC-HRI
UCAS code:	TBC
JACS code:	N600
HECoS code:	100085
Mode of delivery: (Mode of Study given in brackets)	Full time and part time [face to face/on-campus]
Duration of study:	1 Year for full time 2 Years for part time Maximum duration is 5 years.
Subject benchmark statement/s which apply to the programme:	Master's degrees in Business and Management (2015)
Professional accreditation attached to the programme:	n/a
Apprenticeship Standard:	Not applicable
University Regulations:	The programme conforms to the University Regulations for the year of entry as published/archived at: http://www.brookes.ac.uk/regulations/ Specific Regulations for Postgraduate Taught Programmes also apply. http://www.brookes.ac.uk/regulations/current/specific/b4/

SECTION 2: WHY STUDY THIS PROGRAMME?

Human Resource Management (HRM) is a growing profession, driven by organisations' needs to recruit, develop, retain and effectively deploy their employees. CIPD is the UK-based professional body, operating in Ireland, the Middle East and in Asia as well as the UK. It has seen its member numbers rise from 135,000 in 2012 to 150,000 in 2018, with strong growth outside the UK.

The MSc in International Human Resource Management equips graduates with the knowledge, skills and commercial awareness to join this exciting profession, making a significant contribution to both domestic and international organisations. It also enables them to critically engage with contemporary debates about the role and contribution of HRM so they are equipped to adapt and develop their professional practice in new directions.

The programme examines international business and cultural contexts drawing on the international experience of the students. Professional skills workshops are also incorporated into the design and delivery of the programme to ensure that students develop as professional practitioners.

The staff teaching on the programme have a range of backgrounds and organisational experience. Profiles can be found at <https://www.brookes.ac.uk/business/about/staff/business-and-management/>

SECTION 3: PROGRAMME LEARNING OUTCOMES

On successful completion of the programme, graduates will demonstrate the following Brookes Attributes:

3.1 ACADEMIC LITERACY

1. Demonstrate a critical appreciation of the relationship between human resource management and the operational requirements of international and domestic organisations and be able to apply this to a range of business and organisational contexts recognising the impact on HR strategy and practice.
2. Critically examine the core areas of HR practice including organisational behaviour, resourcing, employee relations, learning & development, reward, diversity management, change management and leadership development from an operational and strategic level and from an international perspective with a view to improving strategic organisational performance.
3. Be able to critically evaluate the development of the HR profession and its contribution and value within the organisation and wider social and economic contexts. Be able to demonstrate an in-depth appreciation of professional standards, ethos and values of the HR profession.
4. Demonstrate a critical appreciation of HR theory and models and their application in contemporary and international contexts.

3.2 RESEARCH LITERACY

5. Design and undertake substantial investigations to address significant areas of HR practice, selecting and adapting appropriate advanced methodological approaches and critically evaluating their effectiveness.
6. Demonstrate an appreciation of alternative approaches to investigating a relevant organisational issue including collecting and synthesising data, critically evaluating problems and generating recommendations to deliver relevant outputs that will inform HR decision making at a strategic level.
7. Independently identify and evaluate improvements to performance, drawing on innovative or sectorial best practice.

3.3 CRITICAL SELF-AWARENESS AND PERSONAL LITERACY

8. Select and use appropriate advanced methodological approaches, and analytical and research tools, being prepared to adapt and modify such tools when necessary. (also 3.2 Research literacy)
9. Self-evaluate personal and professional development against the values and ethos of the profession. (also Active Citizenship)
10. Demonstrate a range of professional and business managerial skills including communication, negotiation, finance, ICT and organisation.
11. Engage in personal and professional planning and demonstrate skills of a reflective practitioner.

3.4 DIGITAL AND INFORMATION LITERACY

12. Deploy the functional skills and practices necessary to become a confident agile adopter of a range of technologies for personal, academic and professional use: using appropriate technology to search for high-quality information; critically evaluating and engaging with the information obtained; reflecting on and recording learning, and professional and personal development; and engaging productively in relevant online communities.
13. Analyse and evaluate data from a range of sources recognising issues such as bias and subjectivity, factoring in such considerations where appropriate in a manner that is transparent to an interested third party.
14. Evaluate the impact of ICT on international HR practice (including HRIS, data security, social media and learning communities).

3.5 ACTIVE CITIZENSHIP

15. Operate in complex and unpredictable/ specialised environments, while retaining an overview of ethical leadership governing good practice in international contexts.
16. Appreciate the influence of global perspectives on management of HR practices; critically evaluating Western perspectives of HRM.

SECTION 4: CURRICULUM CONTENT & STRUCTURE

4.1 PROGRAMME STRUCTURE AND REQUIREMENTS:

Code	Module Title	Credits	Level	Status	Coursework: Exam ratio
BMGT-7013	International Organisations	20	7	Compulsory	100% CW
BMGT-7046	Developing Skills for Business Leadership	10	7	Compulsory	100% CW
HRMA-7006	Dissertation	50	7	Compulsory	100% CW
HRMA-7022	Human Resources Management in Context	20	7	Compulsory	100% Written Exam
HRMA-7023	Managing Employment Relations	20	7	Compulsory	100% CW
HRMA-7031	Resourcing, Talent & Performance Management	20	7	Compulsory	100% CW
HRMA-7038	Researching Organisations	10	7	Compulsory	100% CW
HRMA-7044	Leading, Managing & Developing People	20	7	Compulsory	20% CW 80% Written Exam
HRMA-7047	Comparative HRM	10	7	Compulsory	100% CW
BMGT-7011	International Business in Practice: Study Trip	0	7	Optional	100% CW
BMGT-7036	Independent study	20	7	Optional	100% CW
HRMA-7033	Human Resource Management in Practice	0	7	Optional	100% CW
INSE-4001	Academic English for Postgraduate Studies	0	4	Optional	100% CW
INSE-4002	Academic English for Postgraduate Research	0	4	Optional	100% CW

4.2 PROGRESSION AND AWARD REQUIREMENTS

The award of PG Certificate is available following successful completion of any 60 level 7 credits.
The award of PG Diploma is available following successful completion of any 120 Level 7 credits.

4.3 PROFESSIONAL REQUIREMENTS

Not applicable

SECTION 5: TEACHING AND ASSESSMENT

Learning time

As is common in UK masters programmes, time spent with teaching staff is designed to support a significant amount of independent learning. A typical 20 credit taught module has 3 hours per week in class or other staff-led activity, and an expectation of about 10 hours per week of independent or group working. Most of the learning time in the dissertation module is for independent work, guided by the supervisor through about 5 essential meetings.

As well as lectures, seminars and skill development activities, students have opportunities to learn through individual and group-working activities and through international case studies and presentations. External speakers are also invited to provide contemporary expertise and experience. The teaching draws from the research, scholarship and practitioner experience of the staff. The learning experience is enhanced by the use of an on-line virtual learning which enables students to access a rich array of resources but also provides forums for virtual team-working and collaboration. If needed, students can receive additional academic English support during the programme.

Assessment

The Programme embeds the principles and practices from the **Brookes Assessment Compact**. Assessments are carefully designed to contribute to formative developmental feedback and can incorporate peer feedback as well. All module guides include specific assessment criteria which are clearly communicated and an assessment calendar is also produced. For more information about the compact, see <https://www.brookes.ac.uk/ocslid/consultancy/consultancy-areas/>

The programme learning outcomes have been grouped under the five Brookes Attributes (see section 3 above) and are taught and assessed within the modules that comprise the programme.

The **Academic Literacy** outcomes involve both specific knowledge and the often slowly-learned skill of critical evaluation. Because it is slowly-learned, this ability is practised in most modules and regular feedback helps students on this development journey. The underpinning knowledge base for international HRM is multi-disciplinary, drawing on psychology, sociological, legal and economics discourses and the programme enables the student to draw from this broad range of academic disciplines.

Research skills, like critical evaluation, are developed in most modules, but the **Research Literacy** outcomes are specifically addressed in the Researching Organisations module and within the capstone of the Dissertation.

Given the vocational nature of the HR Profession, **Critical Self-awareness and Personal Literacy** is a central focus for the programme, with a theme of developing the skills of a Reflective Practitioner. This is enhanced through the reflective practice associated with each skills workshop as well as embedded within the Developing Skills for Business Leadership module. Opportunities for direct exposure to professional practice via organisational visits, webinar participation, alumni and guest visits and internship/volunteering are offered by the zero credit HRM in Practice module.

Digital and Information Literacy outcomes are developed throughout the programme. Students develop core skills in being able to identify and evaluate key digital-based resources as well as develop some technological skills in the communication and presentation of information.

The **Active Citizenship** outcomes are also embedded through the programme. The role, contribution and impact of HR are critically examined and the HR profession embraces debates about ethical perspectives and incorporates a range of stakeholder perspectives. Students demonstrate inter-cultural communications skills through multi-cultural team working.

There are two 3-hour unseen examinations within the programme. The rest of the assessment is classed as coursework, including skills assessments, evaluative reports, discussions, negotiation and reflective statements.

The Dissertation allows students to undertake a self-managed process of systematic enquiry within the domain of their Masters programme

SECTION 6: ADMISSION TO THE PROGRAMME

6.1 ENTRY REQUIREMENTS

A minimum of a second class honours degree (2:2) in any academic discipline, or equivalent overseas degree from a recognised institution or equivalent professional or other qualification.

Applicants who possess a diploma rather than a good degree may be eligible for entry provided they have compensatory work experience and can demonstrate career development.

This course attracts students from a wide range of backgrounds and nationalities. Applications are welcome from those in work and seeking continuing professional development.

Entry will also be subject to two satisfactory references (one of these must be an academic reference). See the university's [general entry requirements](#).

English language requirements

If English is not an applicant's first language, they will need to satisfy the university's English language requirements:

- IELTS minimum level 6.0 (with a minimum of 6.0 in reading and writing and 5.5 in listening and speaking) or equivalent
OR
- Completion of an undergraduate degree in the UK (at least one full year of study)

Please also see the university's [standard English language requirements](#).

6.2 DBS AND OTHER PRE-COURSE CHECKS REQUIRED

Not applicable.

SECTION 7: PREPARATION FOR EMPLOYMENT

The University Careers Service offers guidance on career planning as well as practical advice on CV writing, mock interviews and assessment centres, tutorials and careers counselling. Its online vacancies database Talent Bank details internship and graduate job opportunities plus volunteering and project work.

Students in the Business School can benefit from the services of the Work and Voluntary Experience Service (WAVES), which also supports students in identifying volunteering or internship opportunities.

Most graduates of the programme seek employment in the Human Resource profession as HR Practitioners. Some will pursue general managerial careers. Many will progress with professional membership levels of the CIPD. Some may take a more specialist route within the HR field such as a Reward and Benefits specialist or Learning & Development / Organisational Development and some have pursued more generalist routes. After graduating, students have joined international organisations such as British Airways, NHS or Not-for-Profits such as Oxfam working from the UK or overseas. Some students have continued with an academic career by studying for a PhD.

Visiting speakers with relevant organisational expertise from a range of organisations are involved in the programme delivery to augment academic teaching and skills workshops. These include HR Directors who help facilitate some of the skills workshops which are run throughout the programme. The programme teaching team includes Fellows of the CIPD who bring a wealth of experience to their teaching.