Birkbeck
UNIVERSITY OF LONDON

Programme Specification

1	**Awarding body**	University of London
2	**Teaching Institution**	**Birkbeck College**
3	**Programme Title(s)**	**MSc Human Resource Management** Pathways: **MSc Human Resource Management (Generalist)** **MSc Human Resource Management (Development and Consultancy)**
4	**Programme Code(s)**	TMSHRMIP_C on-campus TMSHRMMX_C flexible study (generalist only) TMSHRMON_C online study (generalist only)
5	**UCAS code**	N/A
6	**Home Department**	Department of Organizational Psychology
7	**Exit Award(s)**	MSc Human Resource Management (Generalist) MSc Human Resource Management (Development and Consultancy) PG Dip Human Resource Management (Generalist) PG Dip Human Resource Management (Development and Consultancy) PG Cert Human Resource Management (Generalist) PG Cert Human Resource Management (Development and Consultancy)
8	**Duration of Study** (number of years)	1 or 2

9	**Mode of Study**	FT	**x**	PT	**x**	DL-FT	**x**	DL-PT	**x**

10	**Level of Award (FHEQ)**	7
11	**Other teaching depts or institution**	N/A
12	**Professional, Statutory Regulatory Body(PSRB) details**	CIPD-recognised Level 7 award. Re-accredited 2017. Submitting for re-accreditation in April 2022.
13	**QAA Benchmark Statement**	Management

14	**Programme Rationale & Aims**

The MSc Human Resource Management (HRM) provides students with theoretical and practical foundations, designed to enhance human resource practice, policy, and processes within the complexity of contemporary organisations and workplaces.

The programme's broad aims are:

1. To critically examine the theoretical and conceptual foundations of HRM to equip students with relevant evidence-based, principles-led, and outcome-driven frameworks

for HR strategy and practice and to champion better working lives, underpinned by core and specialised areas of knowledge as articulated in the CIPD professions map.

2. To situate the understanding of HRM practice with respect to the roles and responsibilities of key stakeholders within the organisation and other relevant institutions.

3. To deepen understanding of the broader contextual issues (social, demographic, technological and regulatory) of changing organisational contexts that impact HRM at a local and international level, including increasingly hybrid working and rapid pace of change.

4. To provide the opportunity for independent research and develop students' practice skills through the completion of a Management Research Project (MRP) in a HR-related area of interest.

5. To ensure students develop an awareness of the importance of 'act ethically and professionally' with a demonstrated commitment to equality of opportunity and diversity and to ensure continuous professional development.

6. To instigate personal reflection on personal career ambitions and professional competence and development in HR and/or cognate fields.

7. To provide students the option to specialise in a pathway of interest by either deepening understanding of HRM topics, or seeking specialist knowledge aligning to Human Resource Development, including consultancy skills.

15	**Entry Criteria**
	A good honours degree (UK 2:2), or equivalent, in a social science or business-related discipline, from a recognised university.
	Management development professionals and consultants without a first degree but with suitable professional qualifications and at least five or more years' significant management experience in a range of organisations may be considered at the discretion of the admissions team. Applicants may be asked for further corroborating evidence such as@ written academic work samples.
	If English is not your first language or you have not previously studied in English, the requirement for this course is the equivalent of an International English Language Testing System (IELTS Academic Test) score of 6.5, with not less than 6.0 in each of the sub-tests.

16	**Learning Outcomes**
	Overall
	At the end of the programme, successful students will be able to:
	1. Critically examine the theoretical and conceptual foundations of HRM and equip students with relevant research-based frameworks for HR strategy and practice.
	2. Demonstrate understanding of HRM practice with respect to the roles and responsibilities of key stakeholders within the organisation and other relevant institutions.

3. Demonstrate understanding of the broader contextual issues (social, demographic, technological and regulatory) that impact HRM at a local and international level.

4. Design and conduct independent research through the completion of a Management Research Project (MRP) in a HR-related area of interest.

5. Demonstrate an awareness of the importance of 'act ethically and professionally' with a demonstrated commitment to equality of opportunity and diversity and to ensure continuous professional development.

6. Apply core and specialist knowledge and core behaviours to effective HRM in a range of organisational contexts and to champion better working lives, as required for CIPD Level 7 accreditation.

Generic

At the end of the programme, successful students will be able to:

1. Recognise, practice, and employ a range of strategies to support personal learning, including the ability to reflect on the success of strategies and to effectively solve problems.

2. Recognise and use a range of sources of learning support.

3. Recognise and employ the skills necessary to complete assignments.

4. Act as a self-directed, reflective learner.

5. Recognise the benefits of working in groups.

6. Recognise, practice, and employ strategies for increasing the effectiveness of group functioning.

7. Participate in small group discussion/debate/exercises by both listening and communicating own ideas effectively.

8. Present own ideas on issues addressed on the course in an appropriate and effective manner.

17	**Learning, teaching and assessment methods**
	Learning and Teaching Methods

Teaching is provided in a three-term structure with assessment taking place immediately following the teaching of that module (at the end of the term). All 15 credit modules follow a standard teaching structure.

Via the VLE, students are provided with handbooks for each module and associated resource packs of key readings. Although students are provided with these materials, it is emphasised before and during the programme that they are expected to read more widely and make use of the library resources.

Management Research Project supervision consists of regular communication between students and their assigned supervisor. This usually takes place via a mixture of face-to-face meetings (COVID restrictions permitting) or virtual meetings, email, Team appointments, and can also involve group supervision.

The teaching team includes experienced full-time academic staff working alongside associate lecturers who are active practitioners in their field, often with established links to the CIPD. Academic staff are active in academic research which enables us to deliver a programme offering both research and practitioner insight.

Teaching sessions are designed to be as interactive as possible. Students are encouraged to put forward points of view and ask questions in group sessions. Most group sessions consist of student interaction with input from the tutor to steer the discussion to ensure coverage of key learning points. The level of participation is partly determined by students, in that they are encouraged to support each other in discussions. Tutors employ teaching methods to ensure that every student participates in group discussion.

Students' personal development is fostered in several ways. Each student has a personal tutor who provides advice on progress and directs student toward support for any learning difficulties if requested. The final research project (MRP) provides an important opportunity for students to engage in student-centred learning that is particularly appropriate to their current working lives and career plans. In addition, much learning is self-directed, and students develop important time management skills in planning their work.

Assessment methods

All modules are assessed. The pass mark on each element is 50 per cent. All modules must be passed to achieve the MSc and qualify for the CIPD Level 7 award. Up to 30 credits of failed modules (where the mark is between 40-49%) may be compensated and the MSc still awarded, but students will no longer qualify for the CIPD award in this case.

All assessments are subjected to sample second marking. The module convenor produces indicative answers to guide the assessment of the second marker. The assessment criteria are related to the learning outcomes and the marking scales show how different levels of achievement relate to the learning outcomes. We are pleased to provide a comprehensive list of learning objectives and assessments for all modules on both pathways. This is provided in *Appendix A: Module-level learning outcomes and assessments*. A range of assessment methods is used, and advice is sought from external examiners on an annual basis as to whether the assessment methods are appropriate.

Students receive individual written feedback on all assessed coursework within three weeks of the submission deadline. This takes the form of narrative feedback and may be supplemented by ratings on a proforma. Any students who fail an assessment are encouraged to seek advice from the School's Learning Development Tutor about the structure and content of their next assessment. Student feedback confirms that students are satisfied with the helpfulness of the essay comments.

Internal moderators and external examiners are provided with clear criteria for assessment that explain how the marks relate to different categories of achievement. The assessment criteria are reviewed regularly, particularly in the context of the Examinations Board.

18	**Programme Description**
	The MSc HRM is an essential programme for those who wish to purse a dynamic career as a HR professional in contemporary organisations. It has been designed to provide you with

theoretical and practical foundations to enhance your understanding of critical issues in HRM, including equality and diversity, employment law, leadership development, and organisational change.

Grounded in theory, research, and practice, the programme will develop your critical analytic skills in how to design, implement, and evaluate HR practice, policy, and processes in organisations. You will gain an overview of UK, international, and comparative issues related to people management. After the end of the first term, you will have the option to specialise either as a HR professional with a focus on people management or as a HR professional with a focus on organisational development and consultancy. The programme draws on the research expertise of our teaching team, many of whom are active members of our Diversity Research Group.

The programme is accredited by the Chartered Institute of Personnel and Development (CIPD). Upon successful completion, you will be an Associate Member of the CIPD with the option to upgrade to Chartered Member or Chartered Fellow provided you have relevant work experience.

The programme can be studied as either a full-time and part-time mode to fit around your work and life commitments. Full-time students will normally complete all modules and assessments within one academic year. Part-time students will normally complete all modules and assessments within two academic years as detailed below.

Online delivery routes:

The **MSc HRM (Generalist) programme route** can be completed either through in-person delivery where students attend seminars in-person or via distance learning where they attend evening seminars online. Students will be asked to indicate preference on a termly basis for each relevant module. For the MSc HRM (Development and Consultancy) pathway, some modules are planned as in-person/blended delivery, as they are reliant on a case study-based approach to explore and develop consultancy skills. All live sessions take place in the evening, commencing usually at 18:00 hours UK time.

All assessments can be taken remotely. Each module will be supported by recorded lectures and online materials.

19	Programme Structure

Full Time programme – 1 year – MSc Human Resource Management (Generalist)

Year 1

Level	Module Code	Module Title	Credits	Status*
7	FDMN001H7	Professional Development and Learning	15	Compulsory
7	BUOB037H7	Research Methods	15	Compulsory
7	MOOP005H7	Organization and Change Perspectives	15	Compulsory
7	BUOB071H7	Global Human Resource and Diversity Management	15	Compulsory
7	BUOB043H7	Human Resource in Organisations	15	Compulsory
7	BUOB078H7	Employment Law	15	Compulsory
7	MOOP006H7	Selection and Assessment	15	Compulsory
7	BUOB045H7	Leading and Developing People	15	Compulsory
7	BUOB061D7	Management Research Project	60	Compulsory
7	**BUOB042D7	Research Project (Organizational Psychology)	60	Compulsory

** This module could be taken instead of BUOB061D7 at the discretion of the Programme Director. Students must successfully complete either BUOB061 D7 – The Management Research Project or BUOB042D7 – Dissertation (Organizational Psychology)

Part Time programme – 2 years - – MSc Human Resource Management (Generalist)

Year 1

Level	Module Code	Module Title	Credits	Status*
7	FDMN001H7	Professional Development and Learning	15	Compulsory
7	BUOB037H7	Research Methods	15	Compulsory
7	BUOB071H7	Global Human Resource and Diversity Management	15	Compulsory
7	BUOB043H7	Human Resource in Organisations	15	Compulsory
7	MOOP006H7	Selection and Assessment	15	Compulsory
7	BUOB045H7	Leading and Developing People	15	Compulsory

Year 2

Level	Module Code	Module Title	Credits	Status*
7	MOOP005H7	Organization and Change Perspectives	15	Compulsory
7	BUOB078H7	Employment Law	15	Compulsory
7	BUOB061D7	Management Research Project	60	Compulsory
7	**BUOB042D7	Research Project (Organizational Psychology)	60	Compulsory

** This module could be taken instead of BUOB061D7 at the discretion of the Programme Director. Students must successfully complete either BUOB061 D7 – The Management Research Project or BUOB042D7 – Dissertation (Organizational Psychology)
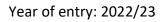
Full Time programme – 1 year

Year 1 (Human Resource Management (Development and Consultancy pathway)

Level	Module Code	Module Title	Credits	Status*
7	FDMN001H7	Professional Development and Learning	15	Compulsory
7	BUOB037H7	Research Methods	15	Compulsory
7	MOOP012H7	Learning and Development	15	Compulsory
7	BUOB078H7	Employment Law	15	Compulsory
7	BUOB045H7	Leading and Developing People	15	Compulsory
7	FDMN002H7	Knowledge Management, Organisational Learning, and Innovation	15	Compulsory
7	MOOP005H7	Organization and Change Perspectives	15	Compulsory
7	BUOB044H7	Consultancy and Professional Practice	15	Compulsory
7	BUOB061D7	Management Research Project	60	Compulsory
7	**BUOB063D7	Consultancy Challenge	60	Compulsory

** This module could be taken instead of BUOB061D7 at the discretion of the Programme Director. Students must successfully complete either BUOB061D7 – The Management Research Project or BUOB063D7 Consultancy Challenge.

Part Time programme – 2 years

Year 1 MSc HRM (Development and Consultancy pathway)

Level	Module Code	Module Title	Credits	Status*
7	FDMN001H7	Professional Development and Learning	15	Compulsory
7	BUOB037H7	Research Methods	15	Compulsory
7	MOOP012H7	Learning and Development	15	Compulsory
7	BUOB044H7	Consultancy and Professional Practice	15	Compulsory
7	BUOB045H7	Leading and Developing People	15	Compulsory
7	FDMN002H7	Knowledge Management, Organisational Learning, and Innovation	15	Compulsory

Year 2 MSc HRM (Development and Consultancy pathway)

Level	Module Code	Module Title	Credits	Status*
7	MOOP005H7	Organization and Change Perspectives	15	Compulsory
7	BUOB078H7	Employment Law	15	Compulsory
7	BUOB061D7	Management Research Project	60	Compulsory
7	**BUOB063D7	Consultancy Challenge	60	Compulsory

** This module could be taken instead of BUOB061D7 at the discretion of the Programme Director. Students must successfully complete either BUOB061D7 – The Management Research Project or BUOB063D7 Consultancy Challenge.

Status*
CORE – Module must be taken and passed by student; COMPULSORY – Module must be taken, mark can be reviewed at sub-exam board; OPTIONAL – Student can choose to take this module

20	**Programme Directors**	Dr Uracha Chatrakul Na Ayudhya (MSc HRM generalist pathway) Dr Vanessa Iwowo (MSc HRM with Development and Consultancy pathway)
21	**Start Date (term/year)**	Autumn 2022
22	**Date approved by TQEC**	Autumn 2007
23	**Date approved by Academic Board**	Spring 2008
24	**Date(s) updated/amended**	21 March 2022