

## PROGRAMME SPECIFICATION

Name, title and level of final qualification(s)	<b>MSc International Human Resource Management</b> (Level 7)
Name and title of any exit qualification(s)	Postgraduate Diploma Postgraduate Certificate
Awarding Body	University of London
Teaching Institution(s)	Birkbeck, University of London
Home school/other teaching departments	Birkbeck Business School
Location of delivery	Central London
Language of delivery and assessment	English
Mode of study, length of study and normal start month	Full-time (1 year) Part-time (2 years) September
Professional, statutory or regulatory body	Not Applicable
<a href="#">QAA subject benchmark group(s)</a> <a href="#">Higher Education Credit Framework for England</a>	Not Applicable
Birkbeck Course Code	TMSIHRMM_C
HECoS Code	100085
Start date of programme	September 2023
Date of programme approval	November 2022
Date of last programme amendment approval	N/A
Valid for academic entry year	2023-24
Programme Director	Dr Horen Voskeritsian
Date of last revision to document	31/01/2023

## **Admissions requirements**

We welcome applicants without traditional entry qualifications as we base decisions on our own assessment of qualifications, knowledge and previous work experience. We may waive formal entry requirements based on judgement of academic potential.

Our standard postgraduate entry requirement is a second-class honours degree (2:2 or above) from a UK university, or an equivalent international qualification.

We will review every postgraduate application to Birkbeck on its individual merits and your professional qualifications and/or relevant work experience will be taken into consideration positively. We actively support and encourage applications from mature learners.

On your application form, please list all your relevant qualifications and experience, including those you expect to achieve.

English Language Requirements:

If English is not your first language or you have not previously studied in English, our usual requirement 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.

If you do not meet the minimum IELTS requirement, we offer pre-sessional English courses and foundation programmes to help you improve your English language skills and get your place at Birkbeck.

## **Course aims**

The MSc International Human Resource Management (HRM) is designed to prepare students for outstanding careers in people management and human resources.

Building on Birkbeck's critical and analytical approach to learning and utilising the research and teaching excellence of our staff, the programme provides a unique bridge between theory and practice. Throughout the course you will acquire an in-depth, critical understanding of contemporary debates in international human resource management (HRM) and employment relations, whilst developing essential skills for your future career.

The course focuses on the socio-economic and managerial aspects of international HRM, exploring in depth the role and impact of the economy, society and national and global institutions in business policies and practices. The graduates of the programme will obtain a strong social sciences and management background in understanding the content and processes of international HRM.

The modules cover advanced HRM, employment relations, and international business topics and concepts, discuss the structure of the global economy and the role of multinational corporations and of globalisation in shaping local and global realities, and examine contemporary topics such as corporate governance and business ethics.

Across the three taught semesters you will study eight compulsory modules, introducing you to the principles and concepts of HRM in different contexts. At the same time, you will build an understanding of research methodologies to prepare you for your dissertation – an independent research project on a topic of your choice that you will submit by the end of your course.

If you choose to study part-time, you will study over two years and take fewer modules in each year.

## Course structure

Level	Module Code	Module Title	Credit	Comp Core/ Option	Likely teaching term(s)
<b>Full-time – 1 year</b>					
7	BUMN004H7	International Human Resource Management	15	Comp	T1
7	MOMN028H7	Corporate Governance	15	Comp	T1
7	BUMN069H7	Institutions, Governance and Development	15	Comp	T1
7	MOMN011H7	Research Methods in Management (Postgraduate)	15	Comp	T2
7	BUMN003H7	Varieties of Capitalism and Employment Relations	15	Comp	T2
7	MOMN075H7	International Business and Economic Development	15	Comp	T2
7	MOMN008H7	The Dynamics of Global Capitalism: Theory and Practice	15	Comp	T3
7	MOMN032H7	International Business Ethics	15	Comp	T3
7	BUMN184Z7	PG Dissertation Preparation	0	Comp	
7	BUMN061D7	MSc Dissertation	60	Core	
<b>Part-time – 2 years</b>					
<b>Year 1</b>					
7	BUMN004H7	International Human Resource Management	15	Comp	T1
7	BUMN069H7	Institutions, Governance and Development	15	Comp	T1
7	BUMN003H7	Varieties of Capitalism and Employment Relations	15	Comp	T2
7	MOMN075H7	International Business and Economic Development	15	Comp	T2
7	MOMN008H7	The Dynamics of Global Capitalism: Theory and Practice	15	Comp	T3
<b>Year 2</b>					
7	MOMN028H7	Corporate Governance	15	Comp	T1
7	MOMN011H7	Research Methods in Management (Postgraduate)	15	Comp	T2
7	MOMN032H7	International Business Ethics	15	Comp	T3
7	BUMN184Z7	PG Dissertation Preparation	0	Comp	
7	BUMN061D7	MSc Dissertation	60	Core	

**Core:** *Module must be taken and passed by student*

**Compulsory:** *Module must be taken but can be considered for compensated credit (see CAS regulations paragraph 24)*

**Option:** *Student can choose to take this module*

## How you will learn

Your learning and teaching are organised to help you meet the course's learning outcomes. As a student, we expect you to be an active learner and to take responsibility for your learning, engaging with all the material and sessions arranged for you.

Each course is divided into modules. You will find information on the virtual learning site (Moodle, see Academic Support below) about each of your modules, what to expect, the work you need to prepare, links to reading lists, information about how and when you will be assessed.

*Teaching:* At Birkbeck, almost all our courses are taught in the evening and our teaching is designed to support students who are juggling evening study with work and other daytime commitments. We actively encourage innovative and engaging ways of teaching, to ensure our students have the best learning experience.

In the 2017 Teaching Excellence Framework (TEF), the government's system for rating university teaching, Birkbeck was allocated a Silver award.

*Methods Of Teaching:* Each module is taught via lectures and seminars lasting one academic term (either autumn, spring, or summer).

Teaching may include formal lectures, seminars, and practical classes and tutorials. Formal lectures are used in most degree programmes to give an overview of a particular field of study. They aim to provide the stimulus and the starting point for deeper exploration of the subject during your own personal reading. Seminars give you the chance to explore a specific aspect of your subject in depth and to discuss and exchange ideas with fellow students. They typically require preparatory study.

Our blended-learning modules (of pre-recorded lectures and in-person or online tutorials) allow you the flexibility to learn at your own time, are designed to provide you with interactive learning opportunities, and encourage you to collaborate and engage via various learning technologies.

*Teaching Hours:* Our evening hours are normally between 6pm and 9pm (6-7.30pm and 7.30-9pm).

On our taught courses, you will have scheduled teaching and study sessions each year. Scheduled teaching sessions may include lectures, seminars, or workshops. Depending on the modules you take, you may also have additional scheduled academic activities, such as tutorials, dissertation supervision, practical classes, visits, and field trips. On our taught courses, the actual amount of time you spend in the classroom and in contact with your lecturers will depend on your course, the option modules you select and when you undertake your final-year project (if applicable).

Alongside your contact hours, you will also undertake assessment activities and independent learning outside of class. The amount of time you need to allocate to study both for taught sessions (this might include online sessions and/or in-person sessions) and personal study will depend on how much you are studying during the year and whether you are studying full time or part time.

Birkbeck's courses are made up of modules and allocated 'credit'. One credit is equivalent to ten hours of learning time. Modules are usually in 15, 30 or 60 credit units. A 15-credit module will mean around 150 hours of learning, including taught sessions and independent study or group work. This is spread out over the whole period of that module and includes the time you spend on any assessments, including in examinations, preparing and writing assessments, or engaging in practical work as well as any study support sessions to help you in your learning.

On our distance-learning and blended-learning courses, discussion, collaboration and interaction with your lecturers and fellow students is encouraged and enabled through various learning technologies.

*Indicative Class Size:* Class sizes vary, depending on your course, the module you are undertaking, and the method of teaching. For example, lectures are presented to larger groups, whereas seminars usually consist of small, interactive groups led by a tutor.

*Independent Learning:* On our taught courses, much of your time outside of class will be spent on self-directed, independent learning, including preparing for classes and following up afterwards. This will usually include, but is not limited to, reading books and journal articles, undertaking research, working on coursework and assignments, and preparing for presentations and assessments.

Independent learning is absolutely vital to your success as a student. Everyone is different, and the study time required varies topic by topic, but, as a guide, expect to schedule up to five hours of self-study for each hour of teaching.

On our distance-learning and blended-learning courses, the emphasis is very much on independent, self-directed learning and you will be expected to manage your own learning, with the support of your module tutors and various learning technologies.

### **How we will assess you**

Assessment is an integral part of your university studies and is used to enhance your learning rather than simply to test it. We use a variety of assessment methods, which usually comprise a combination of coursework and examinations, although this will vary from module to module.

Examples of assessments include short written exercises, essays, which will develop in length and expected complexity as you progress through your studies, quizzes and multiple-choice questionnaires, case studies, problems to solve, and written exams. You will also need to produce a 12,000-word research project.

Where a module has unseen written examinations, these may be held termly. Exams may be held at other times of the year as well. In most cases, exams are held during the day on a weekday - if you have daytime commitments, you will need to make arrangements for daytime attendance - but some exams are held in the evening. Exam timetables are published online.

### **Learning outcomes (what you can expect to achieve)**

'Learning outcomes' indicate what you should be able to know or do at the end of your course. Providing them helps you to understand what your teachers will expect and also the learning requirements upon which you will be assessed.

At the end of this course, you will:

- Acquire sound theoretical and practical knowledge of HRM and employment relations policies and practices, and how they are implemented in different institutional and cultural contexts.
- Develop critical skills that will enable you to evaluate and appreciate HRM, employment relations and policy making in a global context.
- Appreciate the importance of how different economic, social, and political regimes influence variations in HR and ER practice and systems.

- Understand the role of the global economy, MNCs and international institutions in shaping and determining business policies and HRM practices

### **Careers and further study**

The course is ideal for those wishing to pursue careers in multinational companies and international organisations, based in the UK or abroad. You will acquire the necessary academic knowledge and professional skills to be part of a global HRM team.

The course is designed to enhance and develop strong analytical, research, and problem-solving skills, skills in evaluating and assessing different types of information, the ability to work as part of a team, and excellent communication and presentation skills in English. You will also develop your cultural intelligence by collaborating with classmates from around the world, preparing you for a career in a multi-cultural environment.

Graduates can pursue career paths in human resources, general management, and consulting in local, national, and international businesses, governments, and NGOs. Possible professions include:

- human resources professional
- management consultant
- policy consultant for governments, trade unions and NGOs

Birkbeck offers a range of careers support to its students. You can find out more on [the careers pages of our website](#).

### **Academic regulations and course management**

Birkbeck's academic regulations are contained in its [Common Award Scheme Regulations](#) and Policies published by year of application on the Birkbeck website.

You will have access to a course handbook on Moodle and this will outline how your course is managed, including who to contact if you have any questions about your module or course.

### **Support for your study**

Learning at Birkbeck is supported by your teaching team and other resources and people in the College. Birkbeck uses a virtual learning environment called Moodle and each course has a dedicated Moodle page and there are further Moodle sites for each of your modules. This will include your course handbook.

Birkbeck will introduce you to the Library and IT support, how to access materials online, including using Moodle, and provide you with an orientation which includes an online Moodle module to guide you through all the support available. You will also be allocated a personal tutor and provided with information about learning support offered within your School and by the College.

[Please check our website for more information about student support services.](#) This covers the whole of your time as a student with us including learning support and support for your wellbeing.

### **Study Skills and Additional Support**

Birkbeck offers study and learning support to undergraduate and postgraduate students to help them succeed. Our Learning Development Service can help you in the following areas:

- academic skills (including planning your workload, research, writing, exam preparation and writing a dissertation)
- written English (including structure, punctuation and grammar)

- numerical skills (basic mathematics and statistics).

Our Disability and Dyslexia Service can support you if you have additional learning needs resulting from a disability or from dyslexia.

Our Counselling Service can support you if you are struggling with emotional or psychological difficulties during your studies.

Our Mental Health Advisory Service can support you if you are experiencing short- or long-term mental health difficulties during your studies.

### **Quality and standards at Birkbeck**

Birkbeck's courses are subject to our quality assurance procedures. This means that new courses must follow our design principles and meet the requirements of our academic regulations. Each new course or module is subject to a course approval process where the proposal is scrutinised by subject specialists, quality professionals and external representatives to ensure that it will offer an excellent student experience and meet the expectation of regulatory and other professional bodies.

You will be invited to participate in an online survey for each module you take. We take these surveys seriously and they are considered by the course team to develop both modules and the overall courses. Please take the time to complete any surveys you are sent as a student.

We conduct an annual process of reviewing our portfolio of courses which analyses student achievement, equality data and includes an action plan for each department to identify ongoing enhancements to our education, including changes made as a result of student feedback.

Our periodic review process is a regular check (usually every four years) on the courses by department with a specialist team including students.

Each course will have an external examiner associated with it who produces an annual report and any recommendations. Students can read the most recent external examiner reports on the course Moodle pages. Our courses are all subject to Birkbeck Baseline Standards for our Moodle module information. This supports the accessibility of our education including expectations of what information is provided online for students.

The information in this programme specification has been approved by the College's Academic Board and every effort has been made to ensure the accuracy of the information it contains.

Programme specifications are reviewed periodically. If any changes are made to courses, including core and/or compulsory modules, the relevant department is required to provide a revised programme specification. Students will be notified of any changes via Moodle.

Further information about specifications and an archive of programme specifications for the College's courses is [available online](#).

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