

## Template C4



# Programme Specification

**Title of Course:** *MSc Global Human Resource Management*

|                                                  |                                         |
|--------------------------------------------------|-----------------------------------------|
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| <b>Version number</b>                            | 6                                       |
| <b>Faculty</b>                                   | Faculty of Business and Social Sciences |
| <b>School</b>                                    | Kingston Business School                |
| <b>Department</b>                                | Department of Management                |
| <b>Delivery Institution</b>                      |                                         |

This Programme Specification is designed for prospective students, current students, academic staff and employers. It provides a concise summary of the main features of the programme and the intended learning outcomes that a typical student might reasonably be expected to achieve and demonstrate if they take full advantage of the learning opportunities that are provided. More detailed information on the learning outcomes and content of each modules can be found in the course VLE site and in individual Module Descriptors.

## SECTION 1: GENERAL INFORMATION

|                                                                                                        |                                                                                             |
|--------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| <b>Award(s) and Title(s):</b><br><i>Up to 10 pathways</i>                                              | MSc Global Human Resource Management                                                        |
| <b>Intermediate Awards(s) and Title(s):</b><br><i>There are 4 Intermediate awards for each pathway</i> | PgCert in Global Human Resource Management<br><br>PgDip in Global Human Resource Management |
| <b>Course Code</b><br><i>For each pathway and mode of delivery</i>                                     | PPGHR1GHR20<br>PFGHR1GHR20                                                                  |
| <b>UCAS code</b><br><i>For each pathway</i>                                                            |                                                                                             |

|                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>RQF Level for the Final Award:</b>  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Awarding Institution:</b>           | Kingston University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Teaching Institution:</b>           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Location:</b>                       | Kingston University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Language of Delivery:</b>           | English                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Modes of Delivery:</b>              | Part-time<br>Full Time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Available as:</b>                   | Full field                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Minimum period of registration:</b> | Part-time - 2<br>Full Time - 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Maximum period of registration:</b> | Part-time - 4<br>Full Time - 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Entry Requirements:</b>             | <p>The minimum entry qualifications for the programme are:</p> <p>A good honours degree or an equivalent qualification from a recognised international higher education provider and a clear interest in studying HRM at a postgraduate level, with a view to CIPD membership and a career in HR management.</p> <p><b>or</b></p> <p>Some experience as an HR professional who has already completed CIPD qualifications to Intermediate level.</p> <p><b>or</b></p> <p>At least two years' HR and/or management experience.</p> <p><i>An interview may be required as part of the admissions process.</i></p> |

|                                                        |                                                                                                                                                                                                                                                 |
|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                        | For those for whom English is not their first language, a minimum IELTS score of 6.5 with no element below 6.0, or equivalent, is required. A lower score will normally require attendance at the University's pre-sessional English programme. |
| <b>Programme Accredited by:</b>                        | Chartered Institute of Personnel and Development (CIPD)                                                                                                                                                                                         |
| <b>QAA Subject Benchmark Statements:</b>               | Masters Degrees in Business and Management                                                                                                                                                                                                      |
| <b>Approved Variants:</b>                              | CIPD requirement - compensation is not permitted on this course                                                                                                                                                                                 |
| <b>Is this Higher or Degree Apprenticeship course?</b> |                                                                                                                                                                                                                                                 |

***For Higher or Degree Apprenticeship proposals only***

|                                                      |     |
|------------------------------------------------------|-----|
| <b>Higher or Degree Apprenticeship standard:</b>     | n/a |
| <b>Recruitment, Selection and Admission process:</b> | n/a |
| <b>End Point Assessment Organisation(s):</b>         | n/a |

## **SECTION 2: THE COURSE**

### **A. Aims of the Course**

The course is designed to bring strategic and operational understanding to Human Resource Management (HRM) and people in organisations today. Covering the core aspects of HRM in global environments, this course also provides consideration of the importance of Diversity, Equality & Inclusion (DE&I), Corporate Social Responsibility (CSR), and technology (our golden threads) in today's sustainable HR practises.

The course is designed to build knowledge of current HR approaches and to explore, challenge and consider the future of each through various lens including our golden threads. With modules delivered by both academic and practitioners from industry, students are able to immerse themselves in how research and practise work together to find innovative and creative solutions to global HR challenges today. It also provides students with professional development to build skills and competencies needed to work effectively in fast paced and innovative organisations and offers an opportunity to reflect and understand more about their own career aspirations.

The programme is designed for junior and mid-career professionals who are looking to a HR career or to further enhance and develop their knowledge and skills for more senior positions in organisations.

The specific aims of the programme are to:

- Provide learners with a broad foundation of HR strategies and practices in a global context
- Develop understanding of the theoretical concepts and technical skills relevant to HRM decision-making
- Provide critical awareness of current debates, challenges, and practises in HR
- Develop critical, analytical and consultancy skills
- Meet the CIPD accreditation criteria and progression to a chartered membership level
- Provide a means of reflection on their professional practice and of professional development, in preparation for HR roles in organisations
- Give students a head start on the employment ladder, preparing them for employment, further study, and lifelong learning

The course is delivered as a full-time and part-time programme at Kingston university, and as a part time programme in Moscow in collaboration with RANEPa. It comprises of 7 core modules and the choice of one elective focusing on different areas of specialism within HR practise. Modules have an academic lead and are supported by various specialist practioners from industry.

### **B. Intended Learning Outcomes**

The course outcomes are referenced to the relevant QAA subject benchmarks indicated and the Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies (2014) and relate to the typical student. The course provides opportunities for students to develop and demonstrate knowledge and understanding specific to the subject, key skills, and graduate attributes in the following areas:

The programme learning outcomes are the high-level learning outcomes that will have been achieved by all students receiving this award. They must align to the levels set out in the [‘Sector Recognised Standards in England’](#) (OFS 2022).

| Programme Learning Outcomes |                                                                                                                                    |    |                                                                                                                                  |    |                                                                                                                                                                |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------|----|----------------------------------------------------------------------------------------------------------------------------------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                             | Knowledge and Understanding                                                                                                        |    | Intellectual Skills                                                                                                              |    | Subject Practical Skills                                                                                                                                       |
|                             | On completion of the course students will be able to:                                                                              |    | On completion of the course students will be able to                                                                             |    | On completion of the course students will be able to                                                                                                           |
| A1                          | Critically analyse and evaluate the role of human resource management within an organisation in both domestic and global context.  | B1 | Apply frameworks and theories to support ethical business cases and development of sustainable HR practises within organisations | C3 | Show a critical appreciation of the significance of technological advances in supporting HR practises                                                          |
| A2                          | Demonstrate a range and depth of knowledge of ethical and sustainable HR practises required in organisations today                 | B2 | Demonstrate proficiency to gather, analyse and present data from a wide range of sources to support HR business decisions        | C1 | Acquire and develop the cognitive and critical skills and professional competences relevant to the practice of human resource management at an advanced level. |
| A3                          | Understand the HR professional role in developing and contributing to both organisational and HR strategies                        | B3 | Critically appraise a range of relevant theoretical HR knowledge and apply it to the solution of HR problems                     | C2 | Practise self-development through reflection on their role as professionals considering their current and future skill requirements                            |
| A4                          | Demonstrate an understanding of human behaviour in organisations and how performance can be enhanced through effective HR practise |    |                                                                                                                                  |    |                                                                                                                                                                |

In addition to the programme learning outcomes, the programme of study defined in this programme specification will allow students to develop the following range of Graduate Attributes:

1. Creative Problem Solving
2. Digital Competency
3. Enterprise
4. Questioning Mindset
5. Adaptability
6. Empathy
7. Collaboration
8. Resilience
9. Self-Awareness

### C. Outline Programme Structure

The programme is offered in full time and part time modes. The programme is accredited to the Chartered Institute of Personnel and Development (CIPD).

- Students completing the full programme with 180 level 7 credits are eligible for the award of MSc in Global Human Resource Management.
- Students exiting the programme with 60 level 7 credits are eligible for the award of PgCert in Global Human Resource Management.
- Students exiting the programme with 120 level 7 credits are eligible for the award of PgDip in Global Human Resource Management.

Delivery for all cohorts is through block delivery (condensed delivery over a number of days together rather than 11 weeks of short weekly sessions).

The elective modules are delivered in London in July each year. Students select one of the modules. Students from all three cohorts come together for the 4-day delivery at our Summer School.

Note: For various reasons, such as student demand or staff availability, the availability of option modules may vary from year to year or between teaching blocks. The University will notify students as soon as these circumstances arise.

### MSc Global Human Resource Management

| Level 7                              |             |              |       |                |                |           |           |
|--------------------------------------|-------------|--------------|-------|----------------|----------------|-----------|-----------|
| MSc Global Human Resource Management |             |              |       |                |                |           |           |
| Core modules                         | Module code | Credit Value | Level | Teaching Block | Pre-requisites | Full Time | Part Time |
| Employee Experience                  | BH7307      | 30           | 7     | TB2            |                | 1         | 2         |
| HR Analytics                         | BH7304      | 15           | 7     | TB1            |                |           |           |
| Managing & Leading People            | BH7306      | 30           | 7     | TB2            |                |           |           |

|                                                |         |    |   |     |      |   |   |
|------------------------------------------------|---------|----|---|-----|------|---|---|
| Organisational Development & Change Management | BH730 8 | 30 | 7 | TB3 |      |   |   |
| Organisational Strategy and the purpose of HR  | BH730 3 | 15 | 7 | TB1 |      |   |   |
| Professional Development                       | BH730 9 | 15 | 7 | TB3 |      | 1 | 1 |
| Talent Acquisition                             | BH730 5 | 30 | 7 | TB1 |      |   |   |
| <b>Optional Modules</b>                        |         |    |   |     |      |   |   |
| Employment Law                                 | BH731 1 | 15 | 7 | 3   |      | 1 | 2 |
| Organisational Learning & Development          | BH731 2 | 15 | 7 | TB3 | none | 1 | 2 |
| Total Reward Management                        | BH731 0 | 15 | 7 | TB3 | none | 1 | 2 |

#### Level 7 information

The BH7309 module will be completed in the first 2/3 weeks of TB3

#### D. Principles of Teaching, Learning and Assessment

The programme is designed to include a broad variety of assessment and blended learning methods that provide a positive student experience and to satisfy the requirements of the professional body (CIPD). The range of learning and teaching strategies includes:

- Tutor-led sessions, used to facilitate the building of knowledge on key concepts and principles to which students will have been introduced to in directed preparatory content.
- Industry guest speakers from around the globe and company visits to bring the realities of business directly to the student experience.
- Academic guest speakers to bring insights into cutting edge research on HR and relevant business-related topics.
- Learner-centered activities and participative learning via group exercises, computer laboratory practical sessions, case studies, critical reviews, presentations, problem-centered learning, debates, and discussion.
- Peer study groups to encourage and foster mutual support and sharing of learning and developing teamwork and leadership skills.
- July Summer School – bringing cohorts together for their elective module to support course networking and community.
- Industry informed assessments to allow students to apply and demonstrate knowledge with the methods and approaches used in business today.
- Each module has core and supporting additional content on Canvas to support students' self-directed study.
- Business and Commercial English Language support is offered by the School of Languages to the full-time international learners with language difficulties.

- Course induction providing various sessions to position the course, the core topic threads of DE&I, CSR, and Technology (our golden threads) and to support building community within our cohorts.
- Participation in the many extra-curricular opportunities for engagement with HR professionals that are provided by the course, University and the CIPD including Research to Practise events and our annual online conference.

A mixture of formative and summative assessment methods will be used. In-class discussions and activities, though not formally assessed, will provide important feed-forward opportunities for students by allowing them to reflect on their own progression, strengths, and weaknesses, which in turn will prepare them for assessments.

## **E. Support for Students and their Learning**

Students are supported by:

- Module leader for each module
- Personal tutor to advise on academic and non-academic issues.
- Course Director to help students understand the programme structure.
- Technical support to advise students on IT and the use of software.
- Student Support team
- An induction programme at the beginning of the programme
- Staff Student Consultative Committee
- Canvas – a versatile online interactive intranet and learning environment.
- Student support facilities that provide advice on issues such as finance, regulations, legal matters, accommodation, international student support etc.
- Students with disability - student support
- The Students' Union
- Careers and Employability Service

The Careers and Employability Service team provides valuable guidance in supporting students with their placements, whether work, research, entrepreneurial or study abroad

The Placement Tutor will visit during the placement and meet with the student and workplace supervisor.

## **F. Ensuring and Enhancing the Quality of the Course**

The University has several methods for evaluating and improving the quality and standards of its provision. These include:

- External examiners
- Industry and Alumni advisory boards
- Boards of study with student representation
- Annual Monitoring and Enhancement
- Periodic review undertaken at subject level.
- Staff Student Consultative Committee
- Student evaluation including Module Evaluation Questionnaire (MEQs)
- Moderation policies

The CIPD also review quality standards on a regular basis and require the course is mapped the standards they require for Level 7 accreditation.

## **G. Employability and work-based learning**

This course has been designed with the concept of successfully preparing students to enter careers at an appropriate level in all aspects of HR management in UK and global companies, across the public, private and not-for-profit sectors. Graduates work across a broad range of industry sectors and in a variety of generalist and specialised HR roles. Students are frequently promoted or headhunted on successful completion of the programme.

Professional skills are developed throughout the programme with the support of a credit bearing module and through the use of industry-focused assessments. There are also co-curricular activities including business school, CIPD and alumni organised events.

Developing employable graduates with relevant skills for industry today is at the heart of this programme. The integrated work placement programme is designed to provide our students with the best opportunities for obtaining employment at the end of their degree, providing skills and experience that employers are looking for in their work force. These are supported by the services of the Careers and Employability Service team providing drop-in and scheduled events to support students in the preparation of CVs, applications and preparation for interviews and assessment centres.

### ***Work-based learning, including sandwich courses and higher or degree apprenticeships***

Work placements are actively encouraged – although it is the responsibility of individual students to source and secure such placements. This allows students to reflect upon their own personal experience of working in an applied setting, to focus on aspects of this experience that they can clearly relate to theoretical concepts, and to evaluate the relationship between theory and practice.

## **H. Other sources of information that you may wish to consult**

QAA Benchmark statement: QAA subject benchmark statements

CIPD website: <https://www.cipd.co.uk/>

## **I. Development of Course Learning Outcomes in Modules**

This table maps where course learning outcomes are **summatively** assessed across the modules for this course. It provides an aid to academic staff in understanding how individual modules contribute to the course aims, a means to help students monitor their own learning,

personal and professional development as the course progresses and a checklist for quality assurance purposes.

| Module Code               |    | Level 7 |        |        |        |        |        |        |        |        |        |
|---------------------------|----|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                           |    | BH7310  | BH7312 | BH7308 | BH7306 | BH7309 | BH7305 | BH7303 | BH7304 | BH7307 | BH7311 |
| Knowledge & Understanding | A1 |         |        | S      | S      |        | S      | S      |        |        |        |
|                           | A2 |         |        | S      | S      |        | S      |        | S      |        |        |
|                           | A3 | S       | S      | S      | S      | S      | S      | S      | S      |        |        |
|                           | A4 | S       | S      | S      | S      | S      | S      | S      |        |        |        |
| Intellectual Skills       | B1 | S       | S      | S      | S      |        | S      | S      |        |        |        |
|                           | B2 |         |        | S      |        |        |        |        | S      |        |        |
|                           | B3 | S       | S      | S      | S      |        | S      |        |        |        |        |
| Practical Skills          | C3 |         | S      |        |        |        | S      |        | S      |        |        |
|                           | C1 | S       | S      | S      | S      | S      | S      | S      | S      |        |        |
|                           | C2 |         |        |        | S      | S      | S      |        |        |        |        |

Students will be provided with formative assessment opportunities throughout the course to practise and develop their proficiency in the range of assessment methods utilised.