Programme Specification

MSc Human Resource Management
MSc Human Resource Management (with year in industry)

School:	York Business School
Subject area:	Business Management
Entry from academic year:	2020-21
in the month(s) of:	September, January
Awarding institution:	York St John University
Teaching institution:	York St John University
Delivery location:	York St John University
Programme/s accredited by:	
Exit awards:	Postgraduate Certificate in Human Resource Management Postgraduate Diploma in Human Resource Management
UCAS code / GTTR / other:	Not applicable
Joint Honours combinations:	Not applicable
QAA subject benchmark statement(s):	Subject Benchmark Statement for Business Management (June 2015) Master's degree characteristics (September 2015)
Mode/s of study:	Postgraduate periods of study[1] for full-time / part-time Non-standard period of study as follows: • Full-time for 2 years (with year in industry)
Language of study:	English
Paired with foundation year	No
Study abroad opportunities:	No
Placement year opportunity:	Yes

Introduction and special features

The York Business School MSc in Human Resource Management is designed to give you the knowledge and skills needed to lead in a global context. The programme will enable you to develop a critical understanding of the issues relating to human resource management, which will enhance your skills to develop sustainable individual and organisational potential. The award is suitable for those at the start of a career in HR or hoping to enter the HR profession and also line managers. This MSc combines an in-depth understanding of human resource (HR) management with a broader exploration of its organisational and management context. The programme explores HR strategy both within organisations (including issues such as employee relations and employee engagement; learning and development, and employee resourcing and talent management) and in relation to the external environment – including globalisation and international forces, social and technological change and government policies and regulation. Your knowledge will be integrated and contextualized through a range of modules, culminating in a capstone project. You will be exposed to the latest contemporary research in human resource management to develop your critical thinking skills and develop and apply knowledge of the latest thinking.

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[1] The standard period of study will apply unless otherwise stated

The programme is international in its design and engages with themes on an international basis. Many different cultural contexts will be utilised to help provide the setting for discussions. You will explore issues that have significant impact within organisations by working with others and building on both personal individual experiences and comparing with those of cohort members. You will carry out projects and assignments designed to help you apply the theories, tools and techniques you learn. Much of the learning is developed through the establishment of collaborative learning communities of programme participants and tutors and you will become part of that community of learning. Your understanding is developed around the key skills, processes and practices of human resource management. Solutions to real problems are suggested, discussed and analysed within the learning community with the support of tutors and fellow learners.

The York Business School MSc Human Resource Management brings together relevant contemporary academic theory and research with practical understanding of activities within organisations. This will be developed by enabling you to share knowledge, relate this to theories developed from relevant research, and learning by practical application. Through the development of an integrated and critically aware understanding of management in the context of contemporary human resource management issues, the programme involves you in a demanding process of personal and professional development.

Special features of the programme include:

- Enables you to develop a sound understanding of the skills necessary to undertake a role in any organisation
- Develops the skills essential for HR work such as: leading and working in teams, making decisions, managing financial information, communicating effectively and helping others to learn
- A strong emphasis on practice-based learning; you will be asked to evaluate research and theory and consider its relevance to practice
- Develops academic and research skills such as assessing information and critically evaluating its relevance, and prepares you for higher level study
- Reflects the aspirations in the development of responsible and ethical managers
- Supports the development in the skills of human resource management in order to operate effectively and competently in an international context
- Assessment methods used to mirror organisational based activities
- Provides a supportive platform for critical reflection, through the application of academic theories to your real work situations
- Participation in active and supportive forums drawing on practical expertise
- Excellent personal and academic support. You will be allocated an academic tutor to support you throughout the programme
- Opportunity to gain work experience

Admissions criteria

You must meet the University's general entry criteria for postgraduate study. In addition, you must have:

- A Bachelor's degree or equivalent, achieved at Class 2:2 or above, from an approved university or institution

  or

- Current or recent work experience (within the last two years) appropriate to enable you to contribute to the programme

If your first language is not English, you need to take an IELTS test or an equivalent qualification accepted by the University (see https://www.yorksj.ac.uk/international/how-to-apply/english-language-requirements/).

If you do not have traditional qualifications, you may be eligible for entry on the basis of Accredited Prior (Experiential) Learning (APL/APEL). We also consider applications for entry with advanced standing.

Programme aim(s)

The overall aim of the programme is to develop your critical understanding and self-awareness of the issues relating to human resource management, so that you may develop your own leadership skills and knowledge and develop both your individual and organisational potential. The programme aims to reflect the aspirations in the development of responsible and ethical managers, supporting development in the skills of leadership in order to operate effectively and competently in an international context.

You will be supported as you:

- Develop critical awareness and understanding of business generally and specifically

- Relating to human resource management

- Develop the ability to connect theory with practice in creative and innovative ways and reflect upon the learning involved as well as the outcomes

- Develop critical awareness and understanding of the role of managers within the context of business sustainability, corporate social responsibility and ethics, helping you undertake effective roles in business organisations as responsible managers

- Develop and enhance life-long learning skills and personal development in order to work with self-direction and originality

Programme learning outcomes

Upon successful completion of the programme students will be able to:

Level 7
7.1   Demonstrate in-depth, specialist knowledge and mastery of techniques relevant to the study of opportunities and challenges of human resource management

7.2   Demonstrate an advanced and critical understanding of concepts, information and techniques informed by knowledge at the forefront of the study of contemporary business, leadership and management issues within the context of society

7.3   Demonstrate a systematic, integrated and critically aware understanding and mastery of techniques relevant to the study of human resource management

7.4   Critically reflect and evaluate management, leadership and team working skills and take a proactive, independent and self-reflective role in working and developing professional relationships with others

7.5   Formulate a critical awareness of current issues in human resource management informed by contemporary research and practice

7.6   Demonstrate a deep knowledge and critical understanding of organisations, context and response to changes in the global business environment

7.7 Extrapolate information critically and creatively utilising appropriate decision making techniques in order to extract meaning and understanding, solve problems, and identify and evaluate options in a world of uncertainty and imperfect information

7.8 Design, conduct, analyse and disseminate an extended independent piece of research or business-related project from inception to completion

Programme structure

Full-time

Code	Level	Term	Title	Credits	Module status compulsory or optional to take **C or O**	Module status non-compensatable or compensatable **NC or X**
MBB7001M	7	1 or 2	Researching Contemporary Business Issues	15	C	X
MBB7002M	7	1	Perspectives on Sustainable Business	15	C	X
MBH7001M	7	1	Global Strategic Human Resource Management in Context	15	C	X
MBH7002M	7	1	Managing Employee Performance and Reward in a Competitive Environment	15	C	X
MBB7003M	7	1 or 2	Data Analytics and the Blockchain	15	C	X
MBH7003M	7	2	Employment Law in Practice	15	C	X
MBH7004M	7	2	Employment Relations in the Contemporary Organisation	15	C	X
MBH7005M	7	2	The Dynamics of Recruitment and Selection	15	O	X
MBH7006M	7	2	Managing Learning and Development	15	O	X
MBB7010M	7	3	Capstone Project	60	C	NC

Part-time

Code	Level	Year	Term	Title	Credits	Module status compulsory or optional to take **C or O**	Module status non-compensatable or compensatable **NC or X**
MBB7001M	7	1	1 or 2	Researching Contemporary Business Issues	15	C	X
MBB7002M	7	2	1	Perspectives on Sustainable Business	15	C	X
MBH7001M	7	1	1	Global Strategic Human Resource Management in Context	15	C	X
MBH7002M	7	2	1	Managing Employee Performance and Reward in a Competitive Environment	15	C	X
MBB7003M	7	1	1 or 2	Data Analytics and the Blockchain	15	C	X
MBH7003M	7	2	2	Employment Law in Practice	15	C	X
MBH7004M	7	1	2	Employment Relations in the Contemporary Organisation	15	C	X
MBH7005M	7	2	2	The Dynamics of Recruitment and Selection	15	O	X
MBH7006M	7	2	2	Managing Learning and Development	15	O	X
MBB7010M	7	2	3	Capstone Project	60	C	NC

Full-time (with year in industry, 2 years)

Code	Level	Year	Term	Title	Credits	Module status compulsory or optional to take **C or O**	non-compensatable or compensatable **NC or X**
MBB7001M	7	1	1 or 2	Researching Contemporary Business Issues	15	C	X
MBB7002M	7	1	1	Perspectives on Sustainable Business	15	C	X
MBH7001M	7	1	1	Global Strategic Human Resource Management in Context	15	C	X
MBH7002M	7	1	1	Managing Employee Performance and Reward in a Competitive Environment	15	C	X
MBB7003M	7	1	1 or 2	Data Analytics and the Blockchain	15	C	X
MBH7003M	7	1	2	Employment Law in Practice	15	C	X
MBH7004M	7	1	2	Employment Relations in the Contemporary Organisation	15	C	X
MBH7005M	7	1	2	The Dynamics of Recruitment and Selection	15	O	X
MBH7006M	7	1	2	Managing Learning and Development	15	O	X
MBB7011M	7	1-2	1-3	Business Consultancy Project	60	C	NC

Learning, teaching and assessment

A key part of the philosophy of the programme is that by bringing together relevant academic theory and practical experience, you can enhance your deep understanding of these elements, and develop yourself as an individual and as a leader.

All modules are delivered utilising a range of teaching, learning and assessment strategies including lectures, seminars, tutorials, workshops and global café style learning activities. Each module has a Virtual Learning Environment (VLE) where you and other master's level students will be encouraged to be involved with online debate and collaborative approaches to learning.

Some participants may not have been engaged in formal education for some time, and may never have studied social sciences at postgraduate level: support with study skills, conventions of academic analysis and writing will be available for you from the start of the programme module and will continue throughout your studies.

All modules are assessed through a programme of work undertaken whilst studying for the award. A range of assessment tools are used including presentations, critical essays, portfolios and reflective journals and case study work. Each module tutor will provide opportunities for formative assessment feedback to inform your work prior to submission.

You will receive detailed feedback on assessment to help you develop and continuously improve your performance whilst on the programme. Advice will be provided in relation to development, further areas for research and guidance on how to enhance your subject knowledge.

You will receive the opportunity for study support including academic writing and research skills to enhance employability and career development in the field of business management.

Placement year

The industrial placement is designed to address the demands of the business management profession and give you a competitive edge when it comes to your career. The work placement will provide opportunities to apply knowledge and skills learnt in the taught modules, enhance communication and interpersonal skills and improve employment potential. The placement component is for an academic year in duration, which starts after you have successfully completed the taught modules. During your placement, you will also work towards and complete your Business Consultancy Project.

It is ultimately the student's responsibility to secure their placement. The University will offer guidance and support and recommend students to many of our partners that have expressed strong support and interest in the programme.

If you are an international student on a Tier 4 visa, your CAS will have a course duration of two years, subject to your meeting the UKVI's standard requirements.

During the placement period, you undertake an internship within a partner organisation and complete the Business Consultancy Project. The placement year is only available to those students studying towards the award on a full-time basis.

Progression and graduation requirements

The University's general regulations for postgraduate awards apply to this programme.

Any modules that must be passed for progression or award are indicated in the Programme Structure section as non-compensatable.

Internal and external reference points

This programme specification was formulated with reference to:
- University mission and values
- University 2026 Strategy
- QAA subject benchmark statements
- Frameworks for Higher Education Qualifications
- York St John University General Regulations for Postgraduate Awards
- QAA Master's degree characteristics (September 2015)
- Principles for Responsible Management Education (Prime): Inspirational Guide for the Implementation of Prime.

Date written / revised: June 2019
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