

Programme specification

MBA : Human Resource Management (HRM)

<i>Faculty:</i>	York St John Business School		
<i>Entry in:</i>	2018-19	<i>In:</i>	September
<i>Awarding Institution:</i>	York St John University		
<i>Teaching Institution:</i>	York St John University		
<i>Delivery Location:</i>	York St John University		
<i>Programme/s Accredited by:</i>	CMI		
<i>Exit Awards:</i>	Postgraduate Certificate Business Administration Postgraduate Diploma Business Administration MSc Management		
<i>UCAS Code / GTTR / Other:</i>	Not applicable		
<i>Joint Honours Combinations:</i>	Not applicable		
<i>QAA Benchmark Group(s):</i>	2007 Business Management 2010 Master's Degree Characteristics		
<i>Mode/s of Study:</i>	Full-time for 1 year Part-time 2 years		
<i>Language of Study:</i>	English		

Introduction and Special Features

The Masters of Business Administration (MBA): Human Resource Management (HRM) offers participants with aspirations of a career in business management the opportunity to gain a practitioner-focused MBA, laying the foundations for a critically aware and holistic understanding and experience of business management whilst also undertaking two HRM specific modules and a HRM specific research investigation to support the MBA specialist route. The MBA: HRM programme provides all the benefits associated with an MBA award whilst allowing you to study a programme that exposes you to the more detailed HRM aspects associated with a career in management and executive development.

While studying the MBA: HRM at York St John Business School (YSJBS) you will be exposed to contemporary thinking in business management and business research. This will be through a series of experiences supported by academic staff who are research active in the field of business management, complemented by a guest speaker programme of business experts and researchers. This programme will give you the opportunity to engage in a live business project, through which you will have the opportunity to gain professional body accreditation by the Chartered Management Institute (CMI).

The York St John Master's aims to recruit a diverse range of students who share a passion for business management and specifically for business management from the HRM perspective. As a student on this programme you will be studying alongside others who wish to move into or further develop their careers in business management from both EU/UK and other countries around the world.

You will follow discipline specific modules ensuring that you cover subjects in the required depth and sustained investigation. Through the development of an integrated and critically aware understanding of management in the context of contemporary business issues, the

programme involves you in a demanding process of personal and professional development, through engagement with live business project work.

On the specialist MBA: HRM specialist route you will study two 15 credit specialist modules, these are Strategic and Operational Human Resource Management (MMB059) and The Dynamics of Managing Conflict, Diversity and Ethics (MMB058). You will also engage in a 45 Credit module Research Investigation (MMB063) in which you will research your specialist subject area, HRM.

A distinctive element of the MBA: HRM programme and its suite is the opportunity to gain professional accreditation from the Chartered Management Institute (CMI) alongside the academic award. The CMI accreditation is available and may be subject to an additional fee to the awarding body, CMI.

Admissions Criteria

You must meet the University's general entry criteria for [postgraduate](#) study. In addition, you must have.

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 Aims

The overall aim of the programme is to develop individuals as potential managers and leaders with a sound understanding of the skills necessary to undertake a role in any organisation. 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.

The specialist element of the programme aims to support you in exploring the strategic aspects in relation to Human Resource Management and to consider the business issues for managers and leaders working in the field of HRM.

The programme aims to:

- develop a critical, reflective and integrated understanding of business generally and specifically relating the management and HRM and 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;
- provide opportunities for advanced study and practical application of the key concepts and concerns through authentic learning experiences in the 'real world' with a specialist knowledge of the HRM aspects of business;

- develop your self-awareness. This is grounded on positive and critical attitudes towards culture, diversity, change management and conflict management. The framework is created around the role of management and leadership in the context of a dynamic and vibrant international business and management environment;
- provide the opportunities to convert theory into practice within complex environments, systematically and creatively to improve business practice through project work with internal University departments and external businesses;
- develop and enhance your skills of lifelong learning and professional development in order to work with self-direction and originality.

Programme Learning Outcomes

Level M / FHEQ L7

On successful completion of the **Postgraduate Certificate** you will be able to:

Knowledge and Understanding

1. demonstrate a systematic, integrated and critically aware understanding of aspects business management, leadership and team working;
2. formulate a critical awareness of limited issues in business management informed by leading edge research and practice;

Cognitive and Thinking Skills

3. demonstrate effective synthesis and analysis of information and knowledge in order to extract meaning and understanding;
4. recognise the importance of environmental sustainability, corporate social responsibility and ethical intent when critically evaluating management practice;

Practical/Professional skills

5. be adaptable in the application of practical management, leadership and team working skills;

Key Transferable Skills

6. be self-directed in the ability to act autonomously in planning and implementing decision strategies;
7. learn independently and to continue to work in a way that ensures continuing professional development.

On successful completion of the **Postgraduate Diploma** you will be able to:

Knowledge and Understanding

1. demonstrate a systematic, integrated and critically aware understanding of business management, leadership and team working;
2. formulate a critical awareness of current issues in business management informed by leading edge research and practice;
3. acquire a deep knowledge and critical understanding of organisations, context and response to changes in the global business environment;

Cognitive and Thinking Skills

4. extrapolate information critically and creatively utilising appropriate decision making techniques in order to solve business problems and identify and evaluate options;
5. demonstrate effective synthesis and analysis of information and knowledge in order to extract meaning and understanding;
6. recognise the importance of environmental sustainability, corporate social responsibility and ethical intent when critically evaluating management practice.

Practical/Professional skills

7. judge complex issues systematically and creatively, with the ability to develop sound analyses whilst dealing with incomplete data;
8. be adaptable, demonstrating originality, insight, critical and reflective abilities which can be brought to bear on problem situations;
9. the ability to make decisions and communicate them clearly in complex and unpredictable organisational contexts;
10. apply practical management, leadership and team working skills appropriately;

Key Transferable Skills

11. recognise the importance of technological skills and the application of research strategies in effective management decision-making;
12. learn independently in a way that ensures continuing professional development;
13. acquire the ability to use knowledge and information effectively to abstract meaning and share knowledge.

In addition, through the successful completion of the **Masters programme** will be able to:

1. demonstrate in-depth, specialist knowledge and mastery of techniques relevant to the study of opportunities and challenges of business management;
2. demonstrate an advanced understanding of concepts, information and techniques informed by knowledge at the forefront of the study of contemporary business issues within the context of society;
3. take a proactive, independent and self- reflective role in working and developing professional relationships with others;
4. design, conduct, analyse and disseminate an extended independent piece of research relevant to the field of business management and leadership from inception to completion.

Programme Structure

Full-time Route

Code	Level	Terms	Title	Credits	Status of Module*
MMB064	M	1	Introduction to Researching in Contemporary Business Issues	15	C
MMB065	M	2	Applied Research in Contemporary Business Issues	15	C
MMB037	M	1 or 2	Business and Sustainability	15	C
MMB053	M	1 or 2	Managing Business Finance	15	CA
MMB054	M	1 or 2	People Management	15	C
MMB060	M	2	Planning and Organising the Business Project	15	C
MMB058	M	2	The Dynamics of Managing Conflict, Diversity and Ethics	15	C
MMB059	M	2	Strategic and Operational Human Resource Management	15	CA
MMB061	M	3	Leading and Managing the Business Project	15	C
MMB063	M	3	Research Investigation	45	C

***C**: Compulsory, **CP**: Compulsory for progression to the next level, **CA**: Compulsory for award, **O**: option or **E**: elective.

Part-time Route

If you wish to study the MBA: HRM part time (PT) there is the opportunity to do this. The PT route is suitable if you wish to study the MBA programme alongside your work commitments. The MBA PT route can be completed over 2 years

Code	Level	Year	Term	Title	Credits	Status of Module*
MMB064	M	1	1	Introduction to Research in Contemporary Business Issues	15	C
MMB065	M	1	2	Applied Research in Contemporary Business Issues	15	C
MMB037	M	1	1 or 2	Business and Sustainability	15	C
MMB060	M	1	2	Planning and Organising the Business Project	15	C
MMB061	M	1	3	Leading and Managing the Business Project	15	C
MMB053	M	2	1 or 2	Managing Business Finance	15	CA
MMB054	M	2	1 or 2	People Management	15	C
MMB058	M	2	2	The Dynamics of Managing Conflict, Diversity and Ethics	15	C
MMB059	M	2	2	Strategic and Operational Human Resource Management	15	CA
MMB063	M	2	3	Research Investigation	45	C

***C**: Compulsory, **CP**: Compulsory for progression to the next level, **CA**: Compulsory for award, **O**: option or **E**: elective.

All students will be invited to attend a university induction programme and a Masters level programme specific induction.

Teaching, Learning and Assessment

All modules are delivered utilising a range of teaching, learning and assessment strategies including lectures, seminars, a guest speaker programme, tutorials, workshops and global café style learning activities. Each module tutor will adopt the best practices to facilitate your learning and development. All the modules below are compulsory for MBA: HRM. The MBA : HRM is offered as a Full Time and Part Time route.

All modules listed above are assessed through a programme of work undertaken whilst studying for the MBA: HRM. A range of assessment tools are used including presentations, critical essays, portfolios and reflective journals, exams 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 assessments 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 knowledge of business and practice.

Students of York St John University 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.

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.

Marks from the modules MMB062 (Researching Contemporary Business Issues) and MMB065 (Applied Research in Contemporary Business Issues) will be used for classification in borderline cases.

The MSc Management exit award is to be awarded to for successful achievement of 150 or 165 credits at masters level, without a pass in both of the compulsory for award modules.

Internal and External Reference Points

This programme specification was formulated with reference to:

- [University Mission Statement](#) [see page two]
- [Strategic Plan 2015-20](#) [see page four]
- [QAA subject benchmark statement](#)
- [Framework for Higher Education Qualifications](#)

Further Information

Further information on the programme of study may be obtained from:

- Admissions entry profile (Admissions)
- Programme validation document (Registry – Academic Quality Support)
- Regulations (Registry – Academic Quality Support)
- Student programme handbook (faculty)
- Module handbooks (faculty)

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