Programme Specification

Programme award and title: MSc in Human Resource Management

SCQF Level: 11  SCQF Credit Value: 180

Educational aims of the programme:
Concise (e.g. a few sentences), general statement of aims and broad purposes of the programme

- The mainstream, 12 month, MSc route provides graduates of UK and non-UK Universities with a conceptual and empirical foundation for a career in the field of human resources management/industrial relations, or to pursue further academic study in the subject(s) to extend existing mainstream HRM learning into responsibility and sustainability agendas (areas highlighted by UN PRME); to foster students’ sense of global responsibility;
- The accelerated programme provides graduates of CIPD accredited PG Diploma courses at FE colleges with post-CIPD masters access incorporating programme content that is not covered by CIPD accredited PG provision at FE colleges.

Intended programme learning outcomes:
Outline (e.g. one or two paragraphs) of what the student will know, understand and be able to do as a result of their learning, expressed in the categories below. Please consider the contribution made to the student’s personal development planning (PDP) and future employability.

Knowledge and understanding
- Students will have developed a critical understanding of the current HR, responsible and sustainable management debate.
- Students will have knowledge of the political, economic, social, and ethical contexts within which HRM operates.

Subject-specific skills and other attributes
- Students will have developed the ability to evaluate the application of an HR management approach in a range of contexts and settings.
- Students will have an understanding of the nature of social enquiry and an appreciation of the relationship between social theory and social science research.

Generic skills (e.g. information skills, communication skills, critical, analytical and problem solving abilities) and other attributes
- Employability: Students will be expected to apply positions locally and globally across industry sectors, public and private, not-for-profit, and employee owned organizations
- Innovation in module design, delivery and assessment will deliver student skills in the preparation of written and verbal feedback, and presentation of critical analysis and feedback.
- Students will have developed skills in the use of networking skills.
- Students will have developed an awareness of the requirements of the research process and issues associated with implementing research, leading to an ability to select appropriate research methods and techniques.
- Students will be familiar with the rationale for, and the key skills associated with, quantitative and qualitative methods and techniques.
- Students will have developed their ability to order, analyse and synthesise evidence from both primary and secondary sources, and to present a coherent and well-argued case, in a variety of written and verbal forms.

Learning, teaching and assessment strategies:
Outline (e.g. one or two paragraphs) on overall approach taken to develop and assess learning
outcomes, including any distinctive features

- The curriculum for the MSc in HRM builds on mainstream HRM to incorporate specialist topics which will be regularly updated to ensure topicality and continued relevance. The programme is taught from the Institute for Socio-Management and so students have access to specialists in a variety of fields. The curriculum and how it is delivered is innovative and appropriate and challenging for all students regardless of their academic background.
- The programme uses a variety of assessment methods and weightings. These range from the more traditional examinations and essays, to formative assignments (short essays and group feedback). The range of topics covered is broad and appropriate for the targets of student learning and knowledge of the subjects at Masters level.

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Further details:

- Entry requirements: [http://www.external.stir.ac.uk/postgrad/index.php](http://www.external.stir.ac.uk/postgrad/index.php)
- Programme structure: [http://www.calendar.stir.ac.uk/](http://www.calendar.stir.ac.uk/)
- Relevant Subject Benchmark statement (if applicable): [http://www.qaa.ac.uk/academicinfrastructure/benchmark/default.asp](http://www.qaa.ac.uk/academicinfrastructure/benchmark/default.asp)
- Introduction/revision date: 29/07/2011