UNIVERSITY OF LEICESTER

Programme Specification (Postgraduate)   **FOR ENTRY YEAR: 2021/22**

Date created: 13/11/2020   **Last amended:** 17/02/2021   **Version no.** 1

1. Programme title(s) and code(s)

MSc in Human Resource Management and Training

Postgraduate Diploma in Human Resource Management and Training *

Postgraduate Certificate in Human Resource Management and Training*

Notes

* An award marked with an asterisk is only available as an exit award and is not available for students to register onto.

HECOS Code

HECOS Code	%
100085	100%

2. Awarding body or institution

University of Leicester

3. a) Mode of study

Full-time

b) Type of study

Campus-based

4. Registration periods

The normal period of registration for the MSc in Human Resource Management and Training is 12 months

The maximum period of registration for the MSc in Human Resource Management and Training is 24 months.

5. Typical entry requirements

As with our existing provision, the entry requirements for this MSc course will be in line with our existing regulations which state that: To be registered for a taught postgraduate programme, a candidate shall hold a degree with first or second class honours in a relevant field, or a higher degree of a University of the United Kingdom or of the Council for National Academic Awards, or an approved professional qualification, coupled with three or more years suitable professional experience.

6. Accreditation of Prior Learning

n/a

7. Programme aims

The programme aims to meet the learning and professional development needs of students seeking to pursue careers in human resource management and/or training. Students will acquire the latest academic and professional knowledge in the areas of employee development, workplace learning, human resource management, and organisational performance and skills. Specifically, the aims of the course are as follows:

For the PGCert:

1.   To ensure that students can analyse and critique theories of human resource management within the context of the employment relationship.

2.   To ensure that students can analyse and critique theories of workplace learning and the ways in which they can be applied to employee development.

For the PGDip (in addition to the above):

3.   To provide students with opportunities to develop a variety of transferrable skills relevant to the needs of a range of employers including written and oral communication skills, critical analysis, appraisal of evidence, time management and problem-solving.

4.   To ensure that students can EITHER analyse and critique 'high performance work practices', and evaluate the extent to which they may contribute to enhancing performance both at an individual and organisational level OR analyse and critique theories and concepts from two of the following areas: Managing Diversity; Corporate Governance; Knowledge Management; International Human Resource Management and Comparative Industrial Relations.

For the MSc (in addition to the above):

5.   To equip students with the necessary skills to undertake independent research work in the broad area of human resource management and training, as evidenced in the successful production of a dissertation.

8. Reference points used to inform the programme specification

- CIPD accreditation criteria
- QAA Benchmarking Statement
- Framework for Higher Education Qualifications (FHEQ)
- UK Quality Code for Higher Education
- University Learning Strategy
- University Assessment Strategy
- University of Leicester Periodic Developmental Review Report
- External Examiners' reports (annual)
- United Nations Education for Sustainable Development Goals
- Student Destinations Data

9. Programme Outcomes

Unless otherwise stated, programme outcomes apply to all awards specified in 1. Programme title(s).

a) Discipline specific knowledge and competencies

i) Knowledge

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate Graduates should possess a sound knowledge of the evidence base and theoretical perspectives underpinning contemporary research on i) human resource management (HRM) within the context of the employment relationship; and ii) workplace learning and its application to employee development.	Lectures, seminars, directed reading, self-directed private-study, assignment feedback: formative and summative.	Essay assignments (formative and summative), examinations
Diploma In addition to the above, graduates should possess a sound knowledge of the theories and evidence bases underpinning contemporary approaches to implementing improvements in organisational performance; and evaluate and select an appropriate research design and methods for the dissertation proposal	As above	In addition to the above, Essay Assignment, Written Portfolio
Masters In addition to the above students should possess advanced knowledge of the quantitative and qualitative methods and methodologies used to research human resource management and training	In addition to the above: the dissertation supervision process (through group workshops and 1-to1 supervision), independent research,	In addition to the above: research proposal, dissertation

ii)   Concepts

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate Graduates should be able to explain and critique core HRM concepts such as: organisational culture, the employment relationship, strategic HRM, industrial relations. Graduates should also be able to explain and critique core Training concepts such as: the learning organisation, learning as participation, workplace learning and formal and informal learning	Lectures, seminars, directed reading, self-directed private-study, assignment feedback: formative and summative	Essay assignments (formative and summative), examinations
Diploma In addition to the above, graduates should be able to explain and critique core concepts in the field of Organisational Performance (such as high performance work practices, technical relations of production, competitive advantage); and evaluate and select an appropriate research design and methods for the dissertation proposal	As above	In addition to the above, Essay Assignment, Written Portfolio

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Masters In addition to both of the above graduates should be able to explain and critique core concepts used in quantitative and qualitative methods and methodologies in the social sciences. This includes differentiating between positivism, post-positivism and interpretivism; discussing the differences between probability and non-probability sampling; discussing the differences between parametric and non-parametric statistical tests, demonstrating in-depth knowledge of grounded theory and saturation point analysis.	In addition to the above: the dissertation supervision process (through group workshops and 1-to-1 supervision), independent research	In addition to the above the dissertation

iii)   Techniques

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma Be able to demonstrate knowledge of key theories and concepts; be able to select relevant material from academic readings and demonstrate familiarity with the conventions of academic writing and associated bibliographic techniques	Assignment feedback: formative and summative; directed reading, self-directed private-study, seminars	Essay assignments (formative and summative), examinations

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Masters In addition to the above, graduates should be able to demonstrate mastery of a range of methodological tools used to investigate topics in human resource management and training (including, interviews, questionnaires, focus groups, documentary analysis, case studies. Graduates should be able to differentiate the conditions when either qualitative or quantitative data analysis should be used and/or be able to identify the conditions under which it is appropriate to combine different techniques.	In addition to the above: the dissertation supervision process (group workshops and 1-to-1), independent research, lectures and seminars designed to support the preparation of the research proposal (delivered in module 4)	In addition to the above the dissertation

iv)   Critical analysis

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate, Diploma, Analyse and critique a broad range of HRM and Training concepts and social science research techniques.	Lectures, seminars, assignment feedback: formative and summative; directed reading, self-directed private-study, seminars	Essay assignments (formative and summative), examinations
Masters Analyse and critique a broad range of HRM and Training concepts and social science research techniques.	In addition to the above: the dissertation supervision process (group workshops and 1-to-1), independent research	In addition to the above the dissertation

v)   Presentation

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma To differentiate between relevant and non-relevant material; to write up and deliver written work to a professional standard	Assignment feedback: formative and summative; directed reading, self-directed private-study, seminars	Essay assignments (formative and summative), examinations

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Masters In addition to the above, to arrange research material in a manner appropriate to the medium that is to be assessed (i.e. research proposal or dissertation)	In addition to the above: the dissertation supervision process (group workshops and 1-to-1), independent research	In addition to the above the dissertation

vi)   Appraisal of evidence

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma To assess the relevance and quality of a range of primary sources and secondary literature. To analyse a variety of complex HRM and Training issues.	Lectures, seminars, assignment feedback: formative and summative; directed reading, self-directed private-study.	Essay assignments (formative and summative), examinations
Masters In addition to the above, demonstrate an independent level of inquiry at an advanced level	In addition to the above: the dissertation supervision process (group workshops and 1-to-1), independent research	In addition to the above the dissertation

b) Transferable skills

i)   Research skills

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma To locate, select and organise relevant evidence for essays; to construct logical, focused and clearly written essays.	Seminars, assignment feedback: formative and summative; directed reading, self-directed private-study.	Essay assignments (formative and summative), examinations

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Masters In addition to the above, to construct research projects based on focused research questions, conduct significant background research and literature surveys, collect and analyse data which is relevant to research questions, report on findings, critiquing the data from competing viewpoints, construct a critical argument at an advanced level	In addition to the above: the dissertation supervision process (group workshops and 1-to-1), independent research	In addition to the above the dissertation

ii) Communication skills

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma Critically discuss relevant information in an essay format in response to written questions; write with clarity and precision; prepare short oral presentations in small groups and respond to questioning	Assignment feedback: formative and summative; self-directed private study; seminars	Written skills to be assessed using essay assignments and examinations. Oral skills to be assessed using formative assessment based on informal qualitative feedback on content and performance from teacher and peers in small group seminars
Masters In addition to the above, construct a dissertation that is logically structured and written with clarity and precision.	In addition to the above: the dissertation supervision process (group and 1-to-1), independent research	In addition to the above the dissertation

iii)   Data presentation

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma To synthesise secondary research data into coherent and sustained written arguments	Assignment feedback: formative and summative; self-directed private study	Essay assignments (formative and summative), examinations
Masters To arrange primary research data into graphical and statistical summaries where relevant	In addition to the above: the dissertation supervision process (group and 1-to-1), independent research, lectures and seminars designed to support the preparation of the research proposal (module 4)	In addition to the above the dissertation

iv)   Information technology

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma To retrieve and present information using appropriate information technology, for example bibliographic software and subject specific databases.	Lectures in the induction module (Foundations of Knowledge) from the Programme Leader and Library Personnel; Blackboard Resources developed by Module Leaders	Essay assignments (formative and summative), examinations
Masters In addition to the above to operate, if necessary, data analysis software that is relevant to their dissertation (e.g. SPSS or NVivo)	In addition to the above: the dissertation supervision process (group and 1-to-1), independent research, lectures and seminars designed to support the preparation of the research proposal (module 4)	In addition to the above the dissertation

v)   Problem solving

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate, Diploma To analyse, construct and advocate solutions to problems.	Lectures, seminars, assignment feedback: formative and summative; directed reading, self-directed private-study.	Essay assignments (formative and summative), examinations

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Masters To analyse, construct and advocate solutions to problems.	In addition to the above: the dissertation supervision process (group and 1-to-1)	In addition to the above thedissertation

vi)   Working relationships

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma To work collaboratively as part of a team; to contribute and comment on ideas in learning groups.	Participation in seminar activities such as the preparation of short presentations which may be prepared in small groups; commenting on the presentations of others	Formative assessment based on informal qualitative feedback on content and performance from teacher and peers in seminars and groups.
Masters To predict how and when to draw on the knowledge and expertise of others	In addition to the above: the establishment of a working relationship with the dissertation supervisor (or the resolution of any problems through consultation with the Personal Tutor and the Programme Leader)	In addition to the above the dissertation

vii)   Managing learning

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma To classify an extensive literature and demonstrate familiarity with subject-relevant debates and concepts. To timetable self-directed study to ensure the completion of assessment tasks and manage the related study work-load.	Lectures in the induction module (Academic Practice); seminars; self-directed private-study; self-reflection on assignment feedback; formative and summative.	Essays; examinations; written portfolio
Masters In addition to the above: construct a credible research project; construct a feasible research timetable; carry out independent research	In addition to the above: the dissertation supervision process (group workshops and 1-to-1)	Dissertation

viii) Career management

Intended Learning Outcomes	Teaching and Learning Methods	How Demonstrated?
Certificate and Diploma To analyse personal progress and development; to reflect on strengths, interests, motivation and skills; to recognize achievements; to reflect on international relevance of the of the modules for future employment	Personal tutor system, self-reflection on assignment feedback, lectures in the induction module by career services professionals	Formative assessment based on informal qualitative feedback from personal tutor, formative assessment from career services professionals
Masters In addition to the above: if appropriate, to research an area which may be relevant to the student's career preferences	In addition to the above; the dissertation supervision process	Dissertation

10. Special features

The programme is subject to CIPD accredited requirements.

11. Indicators of programme quality

The programme is accredited by the CIPD and subject to university regulations on external examination.

12. Criteria for award and classification

This programme follows the standard scheme of taught postgraduate award and classification set out in Senate Regulations – see the version of *Senate Regulation 6 governing taught postgraduate programmes of study* relevant to year of entry.

13. Progression points

As defined in Senate Regulations - refer to the version of *Senate Regulation 6 governing taught postgraduate programmes of study* relevant to year of entry.

In cases where a student has failed to meet a requirement to progress he or she will be required to withdraw from the course and a recommendation will be made to the Board of Examiners for an intermediate/exit award where appropriate.

14. Rules relating to re-sits or re-submissions

As defined in Senate Regulations - refer to the version of *Senate Regulation 6 governing taught postgraduate programmes of study* relevant to year of entry.

15. External Examiners reports

The details of the External Examiner(s) for this programme and the most recent External Examiners' reports for this programme can be found at exampapers@Leicester [log-in required]

16. **Additional features** (e.g. timetable for admissions)

n/a

Appendix 1: Programme structure (programme regulations)

The University regularly reviews its programmes and modules to ensure that they reflect the current status of the discipline and offer the best learning experience to students. On occasion, it may be necessary to alter particular aspects of a course or module.

MSc in Human Resource Management and Training

Credit breakdown

Status	Year long	Semester 1	Semester 2	Other delivery period
Core taught	n/a	60 credits	60 credits	n/a
Optional	n/a	n/a	n/a	n/a
Dissertation/project	n/a	n/a	n/a	60 credits

180 credits in total

Level 7/Year 1   2021/22

Core modules

Delivery period	Code	Title	Credits
Semester 1	MN7366	Academic Practice	n/a
Semester 1	MN7367	Human Resource Management in a Business Context	30 credits
Semester 1	MN7368	Employee Development & Workplace Learning	30 credits
Semester 2	MN7370	Personal and Research Skills for HR Practitioners	30 credits
Semester 2	MN7369	Implementing Improvements in Organisational Performance	30 credits

Delivery period	Code	Title	Credits
Term 3	MN7371	Dissertation (HRMT)	60 credits

Notes
n/a

Appendix 2: Module specifications

See taught postgraduate [module specification database](#) (Note - modules are organized by year of delivery).