



Course Information Form

This Course Information Form provides the definitive record of the designated course

Section A: General Course Information

Course Title	MSc International Human Resource Management
Final Award	MSc
Route Code	MSIHRAAF/MSHRMAAF
Intermediate Qualification(s)	PG Diploma in International Human Resource Management
FHEQ Level	7
Location of Delivery	University Square Campus, Luton
Mode(s) and length of study	Time over 1 Year (MSc) Full Time over 9 months (PG Diploma)
Standard intake points (months)	September, November, February, April, June and August
External Reference Points as applicable including Subject Benchmark	QAA (2015), 'Subject Benchmark Statement: Master's Degrees in Business and Management' QAA Characteristics Statement for Master's Degrees February 2020
Professional, Statutory or Regulatory Body (PSRB) accreditation or endorsement	
HECoS code(s)	100085
UCAS Course Code	Not Applicable

Course Aims	<p>This course will develop your critical thinking and understanding of talent management, leadership, strategy, and international law as well as your ability to develop creative and strategic HR solutions for sustained organisational performance. This post-graduate degree aims to enhance your professional prospects by developing your capability to apply the latest thinking relating to organisational development and change in the competitive global context. On successful completion of the course you will have developed personally and professionally and have the necessary skills to become creative managers, intelligent practitioners and leaders of the future supported by our practice-led curriculum and events to support your development.</p> <p>Educational Aims</p> <p>This course will help in:</p> <ul style="list-style-type: none">• Providing an opportunity to specialise in international human resource management.• Providing an analytical framework which enables you to identify, evaluate and apply a strategic HRM approach to improve organisational performance.• Developing skills of critical thinking and understanding of people and organisations in order to implement strategic, effective and creative HR solutions.• Developing strategic specialist HR and generic management skills enabling you to make a meaningful contribution to organisational effectiveness.• Developing lifelong learning and continuing professional development skills enabling you to work autonomously and creatively within the profession of management generally, and people management specifically.
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Course Learning Outcomes	Upon successful completion of your course you should meet the appropriate learning outcomes for your award shown in the table below		
		Outcome	Award
	1	Demonstrate systematic understanding and critical awareness of the role of HRM, law, ethics and professionalism in the organisation	MSc, PG Dip
	2	Critically evaluate current HR research and key debates within HRM in a global context and develop creative and constructive solutions to business issues within organisations	MSc, PG Dip
	3	Communicate persuasively and influentially at all levels within the organisation and to external stakeholders, both orally and in writing, using a range of media	MSc, PG Dip
	4	Demonstrate effective, rigorous and reflective skills of self-management and independence in terms of planning, behaviour, motivation, individual initiative and enterprise in order to meet the demands of a Master's in Human Resource Management, while taking responsibility for personal learning and continuous professional development against clearly identified personal career-related goals	MSc
	5	In the absence of complete data, analyse a range of complex and pervasive issues in a systematic and creative manner to generate sound judgements and recommendations that are communicated effectively to both a specialist and non-specialist audience	MSc
	Learning and Teaching This Course will provide you with a unique learning experience. It will be intense but also very rewarding. You will start with a week-long induction where, apart from being introduced to the University and your Faculty, the first interaction with the area of HRM will prepare you for the rest of your studies. Your course will be delivered in a blocks format; this means you will undertake one unit at a time for 6 weeks and that will be a block of delivery. At the end of four blocks you will progress to the master's capstone experience stage where you will opt to complete either, a dissertation, a professional practice, or a live project unit. Each of these options will include an element of research methodology which is embedded within the unit. In order to undertake any of the capstone elements of this course you must have successfully completed 90 taught credits with the exception of the Professional practice Unit for which you need to have completed all taught elements. Each Unit will include significant direct contact time but it will also require and provide time for individual reading and preparation for assessment. That will take place in weeks 3 and 6 of each block. By the end of this course you will appreciate the importance of developing a critical understanding of managing and leading people for organisational competitive advantage in a range of national and international contexts.		

Teaching, learning and assessment strategies

If you have opted to enrol for the 15 month course, you will take a break of one block at the end of the four taught blocks. You will then progress to the master's capstone unit in block 6. The time to complete the master's capstone unit is not affected by taking a break at the end of the four taught blocks.

The welcome week itself constitutes the first week of the professional achievement planning (hereinafter PAP) non-credit bearing unit that is an integral part of your course and is run in-between each of the four blocks of teaching and the Capstone. The PAP unit is designed to support your professional development and to provide you the skills to succeed in the workplace after graduation.

Being active participants in the learning process, instead of members of a passive audience, will improve your learning experience and increase your knowledge. At the same time, and throughout the course, you will be working on building up on a number of transferable skills. These are the ability to conduct high quality academic enquiry, to identify questions that need to be addressed in both a professional and scientific way, to think critically when analysing, deduct when synthesizing, and to present your argument in a clear and concise manner as it is required for your success in this course but also as it will be expected by your future employers.

Your contribution to your own learning is pivotal. It is essential that, in order to maximise your benefit and to derive the best student experience, you must make optimum use of the time provided for individual learning. Direct contact times will be highly interactive and student preparation in advance is a key element for success. Starting in welcome week you will prepare for what will be an intensive delivery which will then be followed by your own individual learning and assessment. Your tutors are active researchers and they will guide you through this process by exposing you to the latest developments of the relevant subjects. Research-informed teaching is the basis for transforming a course into a unique student experience in an area of knowledge which is very dynamic in its evolution. Although the main concepts and theories might be following the structure of a textbook, you are expected to do a substantial amount of reading yourselves. There will be both guided and independent reading and the information will be available to you through BREO and your Unit Handbooks. The University's Virtual Learning Environment will be essential in your effort given the delivery method.

Assessment

A number of different assessment methods will contribute to your development and will enhance your employability. We consider it essential that comprehensive feedback is provided in due time so it is integrated in your learning process. When group work is required, the marks given will be individual following the University of Bedfordshire's regulatory scheme. In some cases, different kinds of assessment may be used in combination, making sure however that there are no hidden tasks.

The intensive character of this Course's delivery as it is outlined in its Teaching and Learning philosophy is consistent with the needs of today's world for graduates who accumulate knowledge fast and are able to express the outcome of this process in a way that is meaningful and comprehensive. Welcome and induction activities will be followed immediately by a week of intensive direct contact time followed by your own contribution through individual learning, will take you to your first assessment point. At the end of your six-week block, your final assessment will be due. This will be a demanding but very rewarding experience. The overall assessment strategy for this course includes:

The underpinning rationale for an assessment strategy of this course is based on the following quote from QAA section 6 Assessment- “There are good reasons why forms of assessment vary widely. These include the need to ensure that types of assessment, including re-assessment, test the intended learning outcomes accurately and fairly, and are appropriate to the subject being studied, the mode of learning, and to the students taking the module or programme”.

The assessments for this course will enable students to engage in reflection as part of independent learning, providing them with both the confidence and emerging skills to react to the feedback provided to them to monitor and improve their future performance. The below given assessment methods are deemed appropriate for the given course/unit learning outcomes:

Individual Written Report, Essays or Literature Review:

Your knowledge and skills are developed when you undertake the task of writing an individual report and the whole process contributes to your improvement when it comes to conducting postgraduate level research and developing your enterprise. The ability to perform literature informed research, to review and evaluate the relevant sources and to use an appropriate methodology in order to analyze and evaluate the relevant concepts is being assessed. These will be used mainly as summative assessments, particularly for both HRM specialist units.

Oral Presentation: A number of transferable skills will be developed including the ability to present your findings in a professional, clear and concise manner. We will use this assessment type as part of learning experience both for formative and summative purpose.

Reflective Report: Evaluating your own contribution to a task and/or team is essential in the context of this course but in the workplace as well. It serves as a good formative assessment for some innovative class activities for students, for example: Designing an assessment center and role play exercises

Dissertation / Professional Practice / Live Project: Regardless of which master's capstone experience you opt for, you will have to produce an individual, independent piece of work. You will be asked to identify the research question or problem under investigation, review the relevant literature, and develop a sound methodology in order to explore the problem, proceed with the analysis, discuss your findings and make recommendations. It is the capstone of this course and builds on the knowledge and skills acquired in all Units. It will be one of the most challenging but yet enjoyable and rewarding experiences you will encounter.

The use of a wide range of sources, both academic and other is a requirement for a postgraduate degree. The notions of accountability and academic integrity will be an integral part of your course. Plagiarism will not be tolerated. You will be informed about what plagiarism is and how to avoid it during the delivery of each Unit. Where an individual project is required you will be asked to show the different stages of your work or to present it in its entity upon completion. Where collaborative tasks are assigned, an individual reflective report will be necessary to indicate your contribution to the team. All coursework assignments will require a thorough evaluation of the sources used and referencing will be done according to the Harvard Referencing System.

Learning support	The University's comprehensive student support service includes: Student Information Desk, a one-stop shop for any initial enquiries; Student Support team advising and supporting those with physical or learning needs or more general student well being; Study Hub team providing academic skills guidance; Personal Academic Tutoring system; a student managed Peer-Assisted Learning scheme; support from your lecturers
Admissions Criteria	https://www.beds.ac.uk/entryrequirements Approved Variations and Additions to Standard Admission N/A
Assessment Regulations	https://www.beds.ac.uk/about-us/our-university/academic-information Note: Be aware that our regulations change every year Approved Variations and Additions to Standard Assessment Regulations' N/A

Section B: Course Structure

The Units which make up the course are listed below. Each unit contributes to the achievement of the course learning outcomes either through teaching (T), general development of skills and knowledge (D) or in your assessments (A).

Unit	Unit Name	Level	Credits	Core or Option	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
BSS050-6	Strategic Management	7	30	Core			T1A 2												
BSS072-6	Performance Achievement Planning	7	0	Core				D1 D2											
LAW042-6	Employment Law in a Global Context	7	30	Core	D1 A2	T1A 2	D1A 2												
MAR042-6	Business Dissertation	7	60	Core	A1 A2	A1A 2	A1A 2	A1A 2	A1A 2										
SHR079-6	Leading People in Creative Teams	7	30	Core	D1 A2	D1A 2													
SHR080-6	Talent Resourcing and Development	7	30	Core	D1 A2	D1A 2	D1A 2												

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BSS050-6	Strategic Management	7	30	Core			T1A 2												
LAW042-6	Employment Law in a Global Context	7	30	Core	D1 A2	T1A 2	D1A 2												
SHR079-6	Leading People in Creative Teams	7	30	Core	D1 A2	D1A 2													
SHR080-6	Talent Resourcing and Development	7	30	Core	D1 A2	D1A 2	D1A 2												

Section C: Assessment Plan

The course is assessed as follows :

MSIHRAAF- MSc International Human Resource Management

Unit Code	Level	Period	Core/Option	Ass 1 Type code	Ass 1 Submit wk	Ass 2 Type code	Ass 2 Submit wk	Ass 3 Type code	Ass 3 Submit wk	Ass 4 Type code	Ass 4 Submit wk
BSS050-6	7	BLK	Core	WR-I	3	WR-I	6				
LAW042-6	7	BLK	Core	PR-OR	3	WR-I	6				
MAR042-6	7	BLK	Core	WR-I	3	PJ-DISS	12				
SHR079-6	7	BLK	Core	PR-OR	3	CW-CS	6				
SHR080-6	7	BLK	Core	PR-OR	3	CW-CS	6				

MSHRMAAF- PG Diploma in International Human Resource Management

Unit Code	Level	Period	Core/Option	Ass 1 Type code	Ass 1 Submit wk	Ass 2 Type code	Ass 2 Submit wk	Ass 3 Type code	Ass 3 Submit wk	Ass 4 Type code	Ass 4 Submit wk
BSS050-6	7	BLK	Core	WR-I	3	CW-CS	6				
LAW042-6	7	BLK	Core	PR-OR	3	WR-I	6				
SHR079-6	7	BLK	Core	PR-ORAL	3	CW-CS	6				
SHR080-6	7	BLK	Core	PR-OR	3	CW-CS	6				

Glossary of Terms for Assessment Type Codes

CW-CS	Coursework - Case Study
PR-OR	Practical - Oral Presentation
WR-I	Coursework - Individual Report

Administrative Information	
Faculty	University of Bedfordshire Business School
School	Department of Law and Finance
Head of School/Department	Steve McPeake
Course Coordinator	Christina Schwabenland