KEY PROGRAMME INFORMATION

Originating institution(s) Bournemouth University	**Faculty responsible for the programme** Bournemouth University Business School
Final award(s), title(s) and credits MSc Management with Human Resources *180 Credits (90 ECTS)*	
Intermediate award(s), title(s) and credits PGDip Management Human Resource *120 Credits (60 ECTS)* PGCert Management with Human Resource *60 Credits (30 ECTS)*	
UCAS Programme Code(s) (where applicable and if known) Click here to enter text.	**HECoS (Higher Education Classification of Subjects) Code and balanced or major/minor load.** 100078 business and management (50%) 100085 human resource management (50%)
External reference points - The UK Quality Code for Higher Education * The Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies (Oct 2014) * Master's Degree Characteristics Framework (Sept 2015) * National Credit Frameworks * Subject Benchmark Statement: Master's Degrees in Business and Management (June 2015) (only partly applicable) - AASCB International	
Professional, Statutory and Regulatory Body (PSRB) links Not applicable	
Places of delivery Bournemouth University	
Mode(s) of delivery full-time full-time sandwich;	**Language of delivery** English
Typical duration 12-16 months full-time (full-time) 20-24 month full-time (full-time sandwich)	
Date of first intake September 2019	**Expected start dates** September January
Maximum student numbers Not applicable .	**Placements** Industrial placements or study abroad (Optional 30-week non-credit-bearing placement or study abroad)
Partner(s) Not applicable	**Partnership model** Not applicable
Date of this Programme Specification	

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PROGRAMME STRUCTURE

Programme Award and Title: MSc Management with Human Resources

Level 7
Students are required to complete all core units

Unit Name	Core/ Option	No of credits	Assessment Element Weightings			Expected contact hours per unit	Unit version no.	HECoS Code (plus balanced or major/minor load)	
			Exam 1	Cwk 1	Cwk 2				
Leadership Essentials	Core	20		100%		40	V 1.0	100088 (100%)	
Marketing and Strategy	Core	20		100%		40	V 1.0	100075 (50%)	100810 (50%)
Organisation & Employment Studies	Core	20	35%	65%		40	V 1.0	100085 (50%)	100814 (50%)
Managing People	Core	20		100%		40	V 1.0	100085 (100%)	
People Resourcing and Development	Core	20		65%	35%	40	V 1.0	100085 (50%)	100861 (50%)
International Human Resource Management	Core	20	35%	65%		40	V 1.0	100085 (100%)	

Progression requirements: A minimum of 80 credits is necessary to progress to the Research Project. Students will normally have completed 180 credits before proceeding to the placement but this requirement may be relaxed in the case of a student who needs to resit assessment(s). In such cases, decisions will be made on an individual basis and in the best interests of the student.

Exit qualification:
PGCert Management with Human Resources requires 60 Credits
PGDip Management with Human Resources requires 120 Credits

Placement
The 30 week placement is optional for students. . The placement is not credit-bearing and is assessed on a pass/fail basis (ie satisfactory completion of 30 weeks). The placement will appear on a student's degree transcript. Students are required to find their own placements. Students must comply with any visa requirements.

Unit Name	Core/ Option	No of credits	Exam 1	Cwk 1	Cwk 2	Expected contact hours per unit	Unit version no.	HECoS Code	
Placement	Option	0		Pass/ Fail		5	V 3.0		
Research Project	Core	60		100%		13	V 1.0	100078 (100%)	

Exit qualification:

MSc Management with Human Resources requires 180 credits

AIMS OF THE DOCUMENT

The aims of this document are to:

- define the structure of the programme;
- specify the programme award titles;
- identify programme and level learning outcomes;
- articulate the regulations governing the awards defined within the document.

AIMS OF THE PROGRAMME

This programme aims to develop critically informed, agile and resourceful graduates who:

1. can demonstrate the ability, knowledge and skills to be managers in an increasingly global environment;
2. demonstrate an understanding of the core disciplines and methods of working in the management area and are able to apply these in a practical context;
3. appraise current and future contexts and environments in which management is applied and develop competitive strategies;
4. define, investigate, analyse, evaluate and respond to tactical and strategic issues of concern regarding management within organisations;
5. adopt an analytical and creative approach to problem solving through independent judgment and critical self-awareness, working as individuals or as part of a team;
6. manage their own learning and development;
7. develop skills to enable them to conduct independent research and analyse secondary and primary data;
8. communicate ideas in the most appropriate media, demonstrating a capacity of logical and coherent thinking;
9. utilise a range of personal skills and competences that will enable them to operate effectively in any industry;
10. equip themselves with the skills of responsible business practices in relation to human resource management
11. .demonstrate a range of knowledge and skills regarding human resource management.

This programme is intended as a 'conversion' programme and is designed to cater for the needs of students who have not studied management or business related subjects as their first degree. It aims to give students an advanced knowledge of general management topics and human resource management to become leaders who can manoeuvre businesses through the challenges ahead. The programme is intended to address the industry's need for graduates with the knowledge, understanding and experience to take up roles related to human resource management.

ALIGNMENT WITH THE UNIVERSITY'S STRATEGIC PLAN

BU's mission and strategic priorities

Bournemouth University's mission is: "Creating the most stimulating, challenging, and rewarding university experience in a world-class learning community by sharing our unique fusion of excellent education, research and professional practice and inspiring our students, graduates and staff to enrich the world".

This programme aligns with BU's mission and strategic priorities (as set out in the BU2025 strategic plan) in a number of ways:

- This programme fuses relevant and contemporary curricula, with the research expertise of the teaching team, and engagement with industry practitioners (both within and beyond the university's campus) (Strategic outcomes A1; A2; B3; C1-C3: D1-D3);
- Teaching is informed by the current research interests of the teaching team (Strategic outcomes A2; B1; B2; D1; D2);
- This programme equips our students with the intellectual, practical and transferable skills for future employment (Strategic outcomes A3; B1; C1; C2; D1; D2);
- Students will have the opportunity for real-world learning through engaging with external organisations, e.g. working on contemporary cases studies or undertaking a work placement (Strategic outcomes A2; A3; D1; D2).

Other University priorities

This programme aligns with other BU priorities as follows:

- has multiple exit points, in accordance with the Academic Regulations, Policies and Procedures that govern the University's academic provision,
- assessment strategy is fully aligned with the Principles of Assessment Design Policy, 6C;
- provides the opportunity for September or January starts, in accordance with the University's policies on Programme Structure and Curriculum Design, our Masters programmes;
- aligns with BU's internationalisation agenda in the following ways:
    - o it has been designed to attract overseas students, thereby aligning with the University's Global Engagement Plan;
    - o provides and encourages student international mobility (through the opportunity for study abroad);
    - o the curriculum is international in focus and examines the relevant sectors from a global perspective.
- Programme delivery makes full use of BU's e-learning environment through which students can remotely access programme-related materials and additional information/support. The VLE is also the portal through which coursework is submitted (via Turnitin);
- delivery is informed by the aims of the University's Centre for Excellence in Learning (CEL) which are to inspire improvements and innovation in learning and teaching practice. In particular, the (re)validation of this programme has been informed by the

University's policy on Technology Enhanced Learning (TEL) which emphasises co-creation, flipped learning, blended learning, student engagement and feedback including feed-forward.

- The curriculum seeks to align with BU's commitment to sustainability (as expressed in the University's sustainability policies and the core BU value of 'responsibility'). The programme considers the sector) the impacts of people, environments, sustainable practices and the role of responsible and ethical behaviours;

- Finally, the curriculum incorporates opportunities for co-creation involving staff and students. For example, students can attend professional meetings and conferences organised by the BU Business School (or one of its departments) as an opportunity for networking and knowledge exchange. Students also have the opportunity to work with staff on their research and in some cases to publish together as well.

LEARNING HOURS AND ASSESSMENT

Bournemouth University taught programmes are composed of units of study, which are assigned a credit value indicating the amount of learning undertaken. The minimum credit value of a unit is 20 credits, above which credit values normally increase at 20-point intervals. 20 credits is the equivalent of 200 study hours required of the student, including lectures, seminars, assessment and independent study. 20 University credits are equivalent to 10 European Credit Transfer System (ECTS) credits.

The workload for a unit should consider the total time devoted to study, including the assessment workload (i.e. formative and summative assessment) and the taught elements and independent study workload (i.e. lectures, seminars, preparatory work, practical activities, reading, critical reflection).

Each 20-credit unit should normally, unless required by PSRBs, have no more than 2 elements of summative assessment. These elements are formal (i.e. each assessment must be passed for the student to pass the unit). There should be no sub-elements.

In addition to summative assessment, formative assessment will be included in units to promote effective learning, but does not contribute to the final unit mark. Whilst feedback/ feedforward are required, it is not required to be independently marked or moderated. The feedback/feedforward provided may be self-assessed, peer assessed or tutor-assessed.

Assessment per 20 credit unit should normally consist of 3,000 words or equivalent. Final Projects are distinct from other assessment types. The word count for this assignment is 5,000 words per 20 credits, recognising that undertaking an in-depth piece of original research as the capstone to a degree is pedagogically sound.

STAFF DELIVERING THE PROGRAMME

Students will usually be taught by a combination of senior academic staff with others who have relevant expertise including – where appropriate according to the content of the unit – academic staff, qualified professional practitioners, demonstrators/technicians and research students.

INTENDED LEARNING OUTCOMES – AND HOW THE PROGRAMME ENABLES STUDENTS TO ACHIEVE AND DEMONSTRATE THE INTENDED LEARNING OUTCOMES

PROGRAMME LEVEL 7 INTENDED PROGRAMME OUTCOMES

A: Subject knowledge and understanding This programme/ provides opportunities for students to develop and demonstrate knowledge and understanding of:	The following learning and teaching and assessment strategies and methods enable students to achieve and to demonstrate the programme/level learning outcomes:
A1 cohesive, holistic, cutting edge and current knowledge of theoretical and practical aspects of management in order to assist development within a modern and increasingly organisational environment; A2 critical and analytical thinking in order to develop international visionary leaders who are informed decision makers, and extraordinary communicators who are able to verbalise and implement ethical strategies;	Learning and teaching strategies and methods (referring to numbered Intended Learning Outcomes): • lectures (A1-A4); • seminars (A1-A4); • workshops (A1-A4); • self-managed learning (A1-A4); • independent study (A1-A4).
A3 research and analytical skills in order to assist in the process of examining valid and reliable resources so they can produce advanced academic assessed outputs i.e. reports, essays, dissertations; as well as organisational reports; A4 the external environment: economic, social, environmental, legal, and technological by studying a variety of management units in relation to human resources management	Assessment strategies and methods (referring to numbered Intended Learning Outcomes): • examinations (A1-A4); • coursework essays (A1-A4); • dissertation (A1-A4); • coursework reports (A1-A4); • presentations (A1-A4);
B: Intellectual skills This programme/level/stage provides opportunities for students to:	The following learning and teaching and assessment strategies and methods enable students to achieve and to demonstrate the programme/level outcomes:
B1 critically assess and apply appropriate knowledge and skills to various and multifaceted situations taking into consideration complex relationships and multiple stakeholders; B2 collect, evaluate, analyse and synthesise management related information from a range of sources in order to interpret and further inform managerial knowledge both at an individual level and in a group context;	Learning and teaching strategies and methods (referring to numbered Intended Learning Outcomes): • lectures (B1-B4); • seminars (B1-B4); • workshops (B1-B4); • self-managed learning (B1-B4); • independent study (B1-B4).
B3 use conceptual subject area in order to define organisational problems, consider possible solutions and apply the most effective ones ensuring they are supported by evidence; B4 outline a research proposal specific to human resource management by using appropriate methodologies and finalise a research project that denotes acquired knowledge and independent thinking.	Assessment strategies and methods (referring to numbered Intended Learning Outcomes): • examinations (B1-B4); • coursework essays (B1-B4); • dissertation (B1-B4); • coursework reports (B1-B4); • presentations (B1-B4);

C: Practical skills This programme/level/stage provides opportunities for students to:	The following learning and teaching and assessment strategies and methods enable students to achieve and to demonstrate the programme/level learning outcomes:
C1 understand the cross-cultural and multidisciplinary nature of management in order to provide solutions for human resource management in an increasingly global multinational environment; C2 demonstrate a range of knowledge and skills regarding internal and external environmental issues faced by companies related to human resource management; C3 display management specific skills through application of related theories, concepts, and organisational best practice; C4 interpret, analyse and use effectively as much academic and professional practice literature in order to understand the processes of globalisation in a national and international context.	Learning and teaching strategies and methods (referring to numbered Intended Learning Outcomes): • lectures (C1-C4); • seminars (C1-C4); • workshops (C1-C4); • self-managed learning (C1-C4); • independent study (C1-C4). Assessment strategies and methods (referring to numbered Intended Learning Outcomes): • examinations (C1-C4); • coursework essays (C1-C4); • dissertation (C1-C4); • coursework reports (C1-C4); • presentations (C1-C4);
D: Transferable skills This programme/level/stage provides opportunities for students to:	The following learning and teaching and assessment strategies and methods enable students to achieve and to demonstrate the programme/level learning outcomes:
D1 communicate effectively by oral, written and visual means and be skilled to transfer and disseminate information, ideas and concepts related to management; D2 use IT effectively, including the web, spread sheets, and word-processing; D3 analyse theoretical and empirical data; D4 work in collaboration with staff, and other students in order to facilitate and manage group processes, negotiations and participation; D5 undertake independent work of an original nature in the field of management; D6 demonstrate problem solving skills and the application of knowledge across discipline areas; D7 be independent and reflective learners.	Learning and teaching strategies and methods (referring to numbered Intended Learning Outcomes): • lectures (D1-D7); • seminars (D1-D7); • workshops (D1-D7); • self-managed learning (D1-D7); • independent study (D1-D7). Assessment strategies and methods (referring to numbered Intended Learning Outcomes): • examinations (D1,D3, D6); • coursework essays (D1-D7); • dissertation (D1-D7); • coursework reports (D1-D4, D6); • presentations (D1-D4, D6, D7);

ADMISSION REGULATIONS

The regulations for this programme are the University's Standard Postgraduate Admission Regulations:*https://intranetsp.bournemouth.ac.uk/pandptest/3a-postgraduate-admissions-regulations.pdf*

Applicants for whom English is not their first language must provide evidence of qualifications in written and spoken English.

ASSESSMENT REGULATIONS

The regulations for this programme are the University's Standard Postgraduate Assessment Regulations: *https://intranetsp.bournemouth.ac.uk/pandptest/6a-standard-assessment-regulations-postgraduate.pdf*

WORK BASED LEARNING (WBL) AND PLACEMENT ELEMENTS

Level 7 students can opt to do a placement. Such an offering is considered to provide competitive advantage to the programme, as students can gather work experience, and in the case of non-native speakers of English, use the placement as an opportunity to improve their business English, thereby enhancing their employability. The placement unit allows "Tier 4" students the opportunity to stay in the UK for two years.

The placement involves working in a company relevant to the student's programme for 30 weeks full-time. If students do not choose to do a placement, the programme lasts 12/15 months; if they elect to do a placement, the programme lasts for 24 months. "Tier 4" students are covered for a 2-year programme as far as visa regulations are concerned (at the time of the publication of this document). Students start their placement when the Research Project part of the programme finishes, usually in September (for September students) and in June (for January students). The work placement is assessed on a pass/fail basis. The student must satisfactorily complete their placement in order for it to appear on their degree transcript. Upon completion of the placement, students write a reflective report of their placement experience and provide evidence from the company that they worked with during their period of employment.

Whilst on placement, students are supported by the placement unit leader regarding academic issues (such as queries related to the reflection and the dissertation) and by their Placement Development Adviser who monitors the quality of their placement experience.

Students who choose to do a placement are supported through a programme of seminars and workshops designed to improve their employability, with topics including: searching for a placement, writing a CV and covering letter, completing an application form, being interviewed (by phone and face-to-face), and networking. Students also receive language support in order to help them to perform well in interviews and written applications.

Students also have the option of incorporating a period of Study Abroad within their 30 week placement, with the option to study in a variety of destinations world-wide

Programme Skills Matrix

Units		Programme Intended Learning Outcomes																	
		A1	A2	A3	A4	B1	B2	B3	B4	C1	C2	C3	C4	D1	D2	D3	D4	D5	D6	D7
LEVEL 7	Leadership Essentials		x													x				
	Marketing and Strategy					x														
	Organisation and Employment Studies			x								x								
	Managing People	x												x						
	People Resourcing and Development												x							
	International Human Resource Management									x	x									
	Research Project			x			x	x	x						x			x	x	x

A – Subject Knowledge & Understanding

A1 cohesive, holistic, cutting edge and current knowledge of theoretical and practical aspects of management in order to assist development within a modern and increasingly organisational environment;

A2 critical and analytical thinking in order to develop international visionary leaders who are informed decision makers, and extraordinary communicators who are able to verbalise and implement ethical strategies;

A3 research and analytical skills in order to assist in the process of examining valid and reliable resources so they can produce advanced academic assessed outputs i.e. reports, essays, dissertations; as well as organisational reports i.e. consultancy;

A4 the external environment: economic, social, environmental, legal, and technological by studying a variety of management units in relation to human resources management.

C – Subject Specific/Practical Skills

C1 understand the cross-cultural and multidisciplinary nature of management in order to provide specific solutions for human resource management to an increasingly global multinational environment;

C2 demonstrate a range of knowledge and skills regarding internal and external environmental issues faced by companies related to human resources management;

C3 display management specific skills through application of related theories, concepts, and organisational best practice;

C4 interpret, analyse and use effectively as much academic and professional practice literature in order to understand the processes of globalisation in a national and international context..

B - Intellectual Skills	**D – Transferable Skills**
B1 critically assess and apply appropriate knowledge and skills to various and multifaceted situations taking into consideration complex relationships and multiple stakeholders;	D1 communicate effectively by oral, written and visual means and be skilled to transfer and disseminate information, ideas and concepts related to management;
B2 collect, evaluate, analyse and synthesise management related information from a range of sources in order to interpret and further inform managerial knowledge both at an individual level and in a group context;	D2 use IT effectively, including the web, spread sheets and word-processing;
	D3 analyse theoretical and empirical data;
B3 use conceptual subject area in order to define organisational problems, consider possible solutions and apply the most effective ones ensuring they are supported by evidence;	D4 work in collaboration with staff, and other students in order to facilitate and manage group processes, negotiations and participation;
B4 outline a research proposal specific to human resource management by using appropriate methodologies and finalise a research project that denotes acquired knowledge and independent thinking.	D5 undertake independent work of an original nature in the field of management;
	D6 demonstrate problem solving skills and the application of knowledge across discipline areas;
	D7 be independent and reflective learners.