

Programme Specification for Postgraduate Programme Leading to: MSc Human Resources and Employment Relations



Applicable for all postgraduate students starting on or after 1st September 2021

<u>Version No.</u>	<u>Date</u>	<u>Notes – QA USE ONLY</u>	<u>QA</u>
1	June 2021 July 2021	Programme specification for 2021/22 created. Learning outcomes updated. Learning outcome review during 2020/21 Accreditation details updated	BJR

Postgraduate Taught Programme	
1. Awarding institution	Brunel University London
2. Teaching institution(s)	Brunel University London
3. Home college/department/division	College of Business, Arts and Social Sciences / Brunel Business School
4. Contributing college/department/division/associated institution	LBIC for Pre-Masters (see section 25)
5. Programme accredited by	Accredited by the Chartered Institute of Personnel and Development (CIPD). The Brunel Business School is accredited by the Association to Advance Collegiate Schools of Business (AACSB)
6. Final award(s) and FHEQ Level of Award	MSc Human Resources and Employment Relations (FHEQ Level 7)
7. Programme title	MSc Human Resources and Employment Relations
8. Programme type (Single honours/joint)	N/A
9. Normal length of programme (in months) for each mode of study	12 months (September intake) 15 months (January intake) Where students commence their programme at LBIC, the normal length stated above will vary as follows: FHEQ Level 4 April commencement (with placement): + 6 months FHEQ Level 4 June and September commencement (without placement): + 4 months
10. Maximum period of registration for each mode of study	Normal Length of programme (as defined in 9 above) + 2 years
11. Variation(s) to September start	Two entry points, September and January, for Standard FHEQ Level 5 entry. See also document “Validated Programme Element Specification for LBIC Pre-Masters in Business and Management (with and without work placement) for Alternative FHEQ Level 4 entry points.
12. Modes of study	FT
13. Modes of delivery	Standard
14. Intermediate awards and titles and FHEQ Level of Award	PGDip in Human Resources and Employment Relations (FHEQ Level 7) PGCert in Human Resources and Employment Relations (FHEQ Level 7)
15. UCAS Code	N/A
16. HECoS Code	100085
17. Route Code	N600PHREMPRE
18. Relevant subject benchmark statements and other external and internal reference points used to inform programme design	QAA UK Quality Code for Higher Education which includes the English Framework for Higher Education Qualifications within Part A on Setting and Maintaining Academic Standards. Most Recent QAA Subject Benchmark Statement - Business and Management Brunel 2030

	Brunel Placement Learning Policy, as published under the 'Placements' section of the ' Managing Higher Education Provision with Others ' page.
19. Admission Requirements	Details of entry requirements are provided on the University's and College website. Course specific entry criteria are given on the course pages. Levels of English for non-native speakers are outlined on Brunel International's language requirements pages.
20. Other relevant information (e.g. study abroad, additional information on placements)	The learning outcomes of the HRM MSc programme have been mapped against the CIPD Advanced level Diploma in HRM/HRD rules of combination. On receiving your academic award you may be able to apply to the CIPD in order to use your award as evidence that you have demonstrated the requirements for the award of membership. For further details refer to CIPD web site. http://www.cipd.co.uk/about/profstands/practitioner/default.htm
21. Programme regulations not specified in Senate Regulation 3. Any departure from regulations specified in Senate Regulation 3 must be stated here and approved by Senate.	N/A
22. Further information about the programme is available from the College website.	http://www.brunel.ac.uk/courses/postgraduate/human-resources-and-employment-relations-msc

23. EDUCATIONAL AIMS OF THE PROGRAMME

"The MSc in Human Resources and Employment Relations programme aims to train students to perform effectively and responsibly in achieving critical Human Resources and Employment Relations objectives in contemporary organisations and act autonomously in planning and implementing tasks at a professional or equivalent level."

Reflecting Brunel Business School's mission, it further intends to develop students into creative, curious and pro-active HRM leaders who can apply critical thinking, in taking on real-world challenges by implementing sustainable people management strategies and practices informed by both academic research and professional practice. As global citizens, graduates of this programme will understand contemporary practices of global diversity management as an effective tool to manage employment relations and improve organisational performance and their significance for fair, diverse and inclusive workforce planning. Specifically, the programme aims to:

- To provide a systematic study of contemporary human resource management and relationships between employers and employees and develop a critical awareness of current HR and ER problems and contemporary development in professional practice.
- To equip students with skills, knowledge and techniques of HR and ER research and enquiry are used for knowledge creation and interpretation in this field.
- To enable students to critically evaluate current research and advanced scholarship in HR and ER and develop critiques of them by contrasting a range of people management approaches, techniques and research methodologies.
- To advance the capacity to deal with complex issues in managing human resources and employment relations both systematically and creatively, make sound judgements in the absence of complete data, and communicate their conclusions clearly to specialist and non-specialist audiences.
- To enhance continuous learning, transferable intellectual and employability skills in managing HR and ER and personal development so as to work with self-direction and creativity.

24. PROGRAMME AND INTERMEDIATE LEARNING OUTCOMES

The programme provides opportunities for students to develop and demonstrate knowledge and understanding (K) cognitive (thinking) skills (C) and other skills and attributes (S) in the following areas:

FHEQ Level		Learning Outcome	Masters Award Only	Associated Assessment Blocks Code(s)	Associated Study Blocks Code(s)	Associated Modular Blocks Code(s)
7						
	1	To critically analyse and evaluate human resources and employment relations issues that arise from the changing nature of work and employment, contexts, and legal requirements from a theoretical and practical perspective at both local and global levels.				MG5595 MG5617 MG5618 MG5577 MG5572 MG5591 MG5510
	2	To appraise and analyse ethics, professionalism, equal opportunities and diversity in HR and relations between employing organisations and stakeholders.				MG5617 MG5618 MG5577 MG5572 MG5591 MG5565 MG5510
	3	To critically apply academic literature, HR and ER theories and models to organisational behaviours, the contemporary business world and the work environment.				MG5595 MG5617 MG5618 MG5572 MG5577 MG5510
	4	To apply strategic and socially responsible solutions to HR and ER problems at local and global levels to achieve people management and employment relations goals.				MG5595 MG5617 MG5618 MG5577 MG5572 MG5592 MG5510
	5	To research and offer policy advice which may inform on rights and obligations arising from contracts of employment and associated regulation and legislation, accounting for conflicts of interest and confidentiality.				MG5572 MG5510
	6	To effectively communicate and offer HR and ER-related policy advice by applying classroom-learned theory and concepts to the workplace and the wider society.				MG5617 MG5618 MG5572 MG5577 MG5595 MG5510
5	7	To undertake a piece of original research on HRM or Employment Relations by using independent thought and the rigorous process of research design, primary and/or secondary data collection, data analysis and to	X			MG5510

		derive concise conclusions and recommendations for HR managers, employment relations officers, and organisations.				
	8	To master the knowledge of relevant research methods and demonstrate the ability to analyse, synthesise and evaluate complex data, using appropriate high-level analytical skills and techniques.				MG5615 MG5510
	9	To master the analytical, interpersonal, technical, and professional skills needed for personal and career development in the professional HR and ER world in the private, public, and non-profit sectors.				ALL

Programme Learning Goals

1. **Become creative, curious, and pro-active leaders.**
2. **Take on real world challenges by applying critical thought.**
3. **Enact socially responsible and sustainable global business practices.**
4. **Become global citizens with a respect for and understanding of diversity.**
5. **To equip students with the skills to become effective twenty first century managers and leaders, capable of operating in dynamic, complex and rapidly changing organisations and environments.**

25. Programme Structure, progression and award requirements

Programme structures and features: levels, assessment blocks, credit and progression and award requirements

- **Compulsory block:** one which all students registered for the award are required to take as part of their programme of study. These will be listed in the left hand column;
- **Optional block:** one which students choose from an 'option range'. These will be listed in the right hand column;
- A **core assessment** is an assessment identified within an assessment block or modular block (either compulsory or optional) which must be passed (at grade C- or better) in order to be eligible to progress and to be eligible for the final award. All core assessments must be specified on the programme specification next to the appropriate assessment or modular block:

Where students are expected to pass the block at C- or better, but not necessarily all elements, then the block itself is core.
e.g. AB5500 Project (40)
Core: Block

Where only some elements of assessments are required to be passed at C- or better, these will be identified by listing each

element that is core
 e.g. ABXXX1 Title (XX credits)
 Core: 1 & 4

Where students are expected to pass all assessments in a block then this will be identified. By setting the assessment this way, students are also required to pass the block by default. This will be identified thus:
 e.g. ABXXXX Title (XX credits)
 Core: All, Block

- A **non-core assessment** does not have to be passed at grade C- or better, but must D- or better in order to be eligible for the final award.

Pre-Masters	
<p>The Level 4 structure available to international students is specified in document “Validated Programme Element Specification for LBIC Pre-Masters in Business and Management (with and without work placement)”. This document also specifies the admission and progression requirements.</p>	
FHEQ Level 7	
Compulsory assessment block codes, titles and credit	Optional assessment block codes, titles and credits
Compulsory study block codes, titles and credit volume	Optional Study block codes, titles and credit volume
Compulsory modular block codes, titles and credits	Optional modular block codes, titles and credits
<p>All modules are 15 credits unless otherwise specified</p> <p>MG5572 Issues in Employment Relations</p> <p>MG5577 International and Comparative HRM</p> <p>MG5595 Organisational Behaviour</p> <p>MG5615 Understanding Business and Management Research</p> <p>MG5617 HRM in Context: Resourcing, Performance and Assessment</p> <p>MG5618 Contemporary HRM: Policy, Development and Evaluation</p> <p>MG5510 Dissertation (60 credits)</p> <p>Core: Block</p>	<p>All modules are 15 credits unless otherwise specified</p> <p>Select two of:</p> <p>MG5565 International Management</p> <p>MG5591 Global Diversity Management</p> <p>MG5592 Entrepreneurship</p> <p>MG5593 International Business Ethics and Corporate Governance</p> <p>MG5596 Strategic Management</p>

FHEQ Level 7 Progression and Award Requirements

As per [Senate Regulation 3](#)

PGDip may be awarded with the substitution of the dissertation MG5510 for the following modular block:

MG5615 Understanding Business and Management Research (15 credits)

Please note: this specification provides a concise summary of the main features of the programme and the learning outcomes that a student might reasonably be expected to achieve and demonstrate if he/she takes full advantage of the learning opportunities that are provided. More detailed information on the learning outcomes, content and teaching, learning and assessment methods can be found in the modular block, assessment and study block outlines and other programme and block information. The accuracy of the information contained in this document is reviewed by the University from time to time and whenever a modification occurs.