

## PROGRAMME SPECIFICATION

This document describes the **Masters Degree programme and Postgraduate Diploma in International Management**. This specification is valid for new entrants from **September 2012**.

The MSc in International Management aims to provide a broadly based, postgraduate level education in general management to pre-experience graduates. The programme, which assumes students did not read management as part of a first (undergraduate) degree, provides core knowledge of management functions, with a selection of specialist electives, and an independent research paper.

Overall, the aims of the course are to:

- provide a systematic understanding of knowledge relating to problems of international business management;
- provide critical awareness of research methodologies relevant to the subject area under investigation;
- provide conceptual tools for analysing and evaluating complex problems in business management;
- provide structured opportunities for students to develop and test their own hypotheses in relation to issues in business management;
- provide a combination of courses based upon a distinctive research expertise in the School of Management;
- provide a suitable level of training for students at the outset of full-time employment.

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This document provides a summary of the main features of the programme(s), and of the outcomes which a student might reasonably be expected to achieve if full advantage is taken of the learning opportunities provided. Further information is contained in the College prospectus, the College Regulations and in various handbooks issued to students upon arrival. Whilst Royal Holloway keeps all its information for prospective applicants and students under review, programmes and the availability of individual courses are necessarily subject to change at any time, and prospective applicants are therefore advised to seek confirmation of any factors which might affect their decision to follow a specific programme. In turn, Royal Holloway will inform applicants and students as soon as is practicable of any substantial changes which might affect their studies.

### Learning outcomes

Teaching and learning in the programme are closely informed by the active research of staff. In general terms, the programme provides opportunities for students to develop and demonstrate the following learning outcomes: knowledge and understanding; and skills and other attributes.

#### *Knowledge and understanding*

Students who have successfully completed the degree will have a critical understanding of core management disciplines and selected (from a choice) specialisms. Students will be able to undertake independent research (tested through the completion of the independent research paper). Students will have developed communication skills (tested within workshops and seminars).

Students, on successful completion of the programme, will be able to:

- demonstrate systematic understanding of international business and management practice together with a critical awareness of current issues at the forefront of business and management in society;
- evaluate critically the relevant academic literature;
- evaluate methodologies and undertake research into international business and management in society;
- evaluate and employ a variety of academically based business and management techniques and practices. Students will have developed a theoretical and empirical knowledge of business and management;
- employ a range of conceptual, technical and personal skills;
- understand the use and value of the case study method.

#### *Skills and other attributes*

- excellent cognitive skills of critical thinking, synthesis, and other forms of qualitative analysis. This includes the capacity to identify assumptions, to evaluate statements in light of evidence, to detect false logic or reasoning, to identify implicit values, to define terms adequately, and to generalise appropriately;
- effective problem solving and decision-making, using appropriate quantitative and qualitative skills;\*
- excellent communication skills both orally and in writing;\*
- excellent numeric and quantitative skills, including data analysis, interpretation and extrapolation;\*
- good use of Communication and Information Technology (CIT);
- effective self-management in terms of time, planning and behaviour, motivation, self-starting, individual initiative and enterprise;
- learning to learn, and developing an appetite for learning; reflective, adaptive and collaborative learning;\*
- self-awareness, openness and sensitivity to diversity in terms of people, cultures, business and management issues;\*
- interpersonal skills of effective listening, negotiating, persuasion, presentation and team-work;\*
- ability to conduct research into business and management issues, either individually or as part of a team. This requires familiarity with a range of business data, research sources and appropriate methodologies, which should inform the overall learning process;
- enhanced life-time transferable management and organisational skills including working to deadlines, prioritising tasks, organising work-time;
- capacity, in the case of students progressing to Master of Sciences, to complete an independent research paper, employing critical appreciation of management literature and theory and analytical and personal skills, and leading to an aptitude for knowledge of International Management.

\* transferable skills

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#### **Teaching, learning and assessment**

For core courses, teaching and learning methods are based on a serial learning and delivery method: four core course units are offered in Autumn term; two in the Spring term. A session will comprise of lectures and seminars but will vary according to the intended outcomes of the particular course or session. In addition, the two elective subjects in the Spring term also follow a serial format. Lectures provide coverage of the essential subject matter, literature review, and summaries of the key debates, as well as supplying guidance for further study or library work. Each course provides guided reading and indicative bibliography, and throughout the programme, considerable emphasis is placed on group work as well as independent study and library work, often in preparation for the sessions. In addition to consolidating and supplementing sessions this enables students to practise and develop their analytical, problem-solving and research skills. They employ a range of approaches, including case studies, discussion, role-plays, one-to-one interactions, question and answer sessions, information technology, or computer-based training. Research skills are further developed to a professional level through the design and production of an independent research paper, which involves quantitative and qualitative techniques and also serves to integrate knowledge and skills acquired throughout the programme.

Assessment methods vary, in accordance with the skills and knowledge being tested for a specific topic or course. Individual projects, in-course tests, group presentations, individual presentations, reports,

quantitative analysis, unseen paper examinations and essays are all used at some point in the assessment of the programme. Full details of the assessments for individual courses can be obtained from the [Department](#).

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### Details of the programme structure(s)

The duration of the programme is approximately 52 weeks, beginning in September, and teaching is spread over the Autumn and Spring Terms. Examinations are held in the Spring and Summer Term, after which students complete an Independent Research Paper.

The first week of the course is dedicated to postgraduate student induction, including registration and an introduction to College and School of Management facilities. During the Autumn Term, students may also wish to follow the College's IT Training Courses in the [Computer Centre](#).

The brief outline of the programme is shown below; however, students can obtain further details from the Handbook.

Where weightings are indicated in brackets, these refer to weighting within the MSc. Weightings for courses within the Postgraduate Diploma are proportionate, but exclude the independent research paper.

			Teaching Hrs	Weighting %
Core Courses (each 32 hours) TOTAL hours 168	MN5111	International Accounting and Finance	28	9.52
	MN5113	International Marketing	28	9.52
	MN5114	International Strategy	28	9.52
	MN5118	Business Economics	28	9.52
	MN5121	Information Systems and Operations Management	28	9.52
	MN5131	International HRM & Organisational Behaviour	28	9.52
Elective Courses (2 from list, each 32 hours) TOTAL hours 64 (Note that not all courses are offered each year)	MN5104	Advertising & Promotional Communication	32	9.52
	MN5105	Cooperative Strategy	32	9.52
	MN5106	Corporate Social Responsibility	32	9.52
	MN5107	Investment Management	32	9.52
	MN5108	Corporate Finance	32	9.52
	MN5109	Knowledge Management	32	9.52
	MN5115	Marketing Research	32	9.52
	MN5191	Multinational Enterprise & Global Economy	32	9.52
	MN5193	Entrepreneurship	32	9.52
	MN5201	International Business Analysis	32	9.52
	MN5211	International Business Law	32	9.52
	MN5212	Commercial Dispute Settlement	32	9.52
	MN5214	Business Ethics	32	9.52
	MN5231	Global Financial Markets	32	9.52
	MN5281	International Sustainability Management	32	9.52
MN5765	International Public Sector Management	32	9.52	
Other Core Courses	MN5241	Research Projects	20	9.52
	MN5117	Professional Business Skills	32	0
	MN5260	Business Research Methods	16	0
	MN5252	Independent Research Paper	15	14.29
<b>Total</b>			<b>315</b>	<b>100</b>

[Examination details](#)

Examinations will be held in the summer term (normally May).

The Independent Research Paper is submitted at the end of the academic year (the beginning of September).

Please note that not all courses run each year. A full list of courses including optional courses for the current academic year can be obtained from the [Department](#).

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### **Progression and award requirements**

All students on the MSc International Management programme will be eligible to progress to the independent research paper stage. However, students with a significant number of fails comprising 25% or more of the programme are to be counselled by the Programme Director whether progressing to the independent research paper stage is likely to be in their best interest.

### **Requirements for the award of Master of Science, Postgraduate Diploma and Graduate Diploma**

Progression throughout the year/s is monitored through performance in oral presentations, contributions to seminar discussion and coursework. To pass the **MSc** a student must achieve an overall weighted average of at least 50.00%, with no mark in any element which counts towards the final assessment falling below 50%. Failure marks between 40-49% can be condoned in courses which do not constitute more than 25% of the final assessment, provided that the overall weighted average is at least 50.00%.

The Masters degree with Merit may be awarded if a student achieves an overall weighted average of 60.00% or above, with no mark in any element which counts towards the final assessment falling below 50%.

The Masters degree with Distinction may be awarded if a student achieves an overall weighted average of 70.00% or above, with no mark in any element which counts towards the final assessment falling below 50%. A Distinction will not normally be awarded if a student re-sits or re-takes any element of the programme. In exceptional circumstances a viva may be held for a student at the request of the Examiners.

The **Postgraduate Diploma** may be awarded if a student achieves an overall weighted average of at least 50.00%, with no mark in any taught element which counts towards the final assessment falling below 50% *and* has either chosen not to proceed to the Independent research paper (IRP), or has failed the IRP on either the first or second attempt. Failure marks in the region 40-49% are not usually condoned for the award of a Postgraduate Diploma, but if they are, such condoned fails would be in courses which do not constitute more than 25% of the final assessment.

The Postgraduate Diploma with Merit may be awarded if a student achieves an overall weighted average of 60.00% or above, with no mark in any element which counts towards the final assessment falling below 50%.

The Postgraduate Diploma with Distinction may be awarded if a student achieves an overall weighted average of 70.00% or above, with no mark in any element which counts towards the final assessment falling below 50%. A Distinction will not normally be awarded if a student re-sits or re-takes any element of the programme. In exceptional circumstances a viva may be held for a student at the request of the Examiners.

Students achieving marks of between 40%-49% in all the taught courses may be given the choice of either accepting the award of a **Graduate Diploma**<sup>1</sup> or they may re-sit the failed courses in the summer (in courses where summer resits have been approved by the College) or in the following year, to attempt to achieve the 50% level required to continue on the Master's programme. A student who does not achieve at least 50% in each of the taught courses at the second attempt, but does achieve marks of between 40-49% for all the taught courses, will be awarded a Graduate Diploma.

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<sup>1</sup> This is an Undergraduate Honours level award. See Programme Guide for full details of the learning outcomes, which apply to the Graduate Diploma.  
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One resubmission of failed assignments may be allowed at the discretion of the Sub-Board of Examiners. In exceptional circumstances a viva may be held for a student at the request of the Board of Examiners.

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### **Student support and guidance**

- All course lecturers and tutors available for consultation on academic or other issues related to specific courses, during surgery hours or by arrangement.
- The Programme Director, who has administrative oversight of the programme and responsibility for monitoring the welfare of tutees, is available to advise on matters of course unit or degree registration, degree structures and pathway choices, and administrative or other difficulties encountered on specific courses.
- Detailed Student Handbook, a Student Project and Dissertation Handbook and course resources.
- Induction programme during the first week of the degree.
- Postgraduate Student-Staff Committee in the School of Management is chaired by the Director of Graduate Studies.
- Extensive supporting materials and learning resources in the College library and Senate House, Postgraduate Resources Room, its IT laboratory and the College computer centre.
- Computer Based Training Room in the Moore building (24 hour access).
- Laptop computers and data projectors that may be loaned for short periods, for delivery of course presentations.
- College Careers Service and Departmental Careers Service liaison officer who organises alumni programmes and careers related events.
- Access to the Student Counselling Service, Royal Holloway International, the Health Centre, the Chaplaincy and the Education Support Office for students with special needs.
- Wide range of facilities in the Students' Union.

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### **Admission requirements**

The MSc International Management is designed as a 'conversion' programme for 'pre-experience' students. First, 'conversion' means that the programme is suited to those who did **not** read management (or business studies or commerce) as part of a first (undergraduate) degree. Students are accepted from a wide range of academic disciplines from around the world. For admission to the programme we prefer an Upper Second or First class honours undergraduate degree from a UK university, or its overseas equivalent. Second, 'pre-experience' means those with less than two years of full-time work experience following the completion of first (undergraduate) degree.

Students whose first language is not English may also be asked for a qualification in English Language at an appropriate level. For further details please refer to the [Prospective Students](#) web page. It may also be helpful to contact the [Admissions Office](#) for specific guidance on the entrance requirements for particular programmes.

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### **Further learning and career opportunities**

The 'pre-experience' orientation of the MSc International Management programme prepares our students to enter the globalised world of work on a competitive footing, which is about maximising your potential and widening your choices. As for future careers, graduates of the MSc International Management may combine the qualification with their first degree studies to indicate an industrial sector; likewise, interest in a functional specialism, such as marketing or human resources management, may indicate a career route with a multinational enterprise; moreover, important skills are gained for those who decide to pursue accounting or finance designations. Outside of the commercial arena there are opportunities for graduate training programmes with government departments and non-governmental organisations. In addition, we recognise the importance of family-based businesses as an immediate career platform for some students. For more details on further learning and career opportunities please refer to the [Careers Service](#). Further learning may be pursued by gaining additional

qualifications offered by professional (often regulatory) bodies. However, the MSc International Management is **not** designed, in the main, to provide a platform for postgraduate (MPhil/PhD) research and study. Students interested in gaining a foundation to continue their studies in MPhil/PhD programmes should consider one of the **specialist** MA/MSc programmes offered by the School.

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### **Indicators of quality and standards**

Royal Holloway's position as one of the UK's leading research-intensive institutions was confirmed by the results of the most recent Research Assessment Exercise (RAE 2008) conducted by the Higher Education Funding Council (HEFCE). The new scoring system for the RAE 2008 measures research quality in four categories, with the top score of 4\* indicating quality that is world-leading and of the highest standards in terms of originality, significance and rigour. 60% of the College's research profile is rated as world-leading or internationally excellent outperforming the national average of 50%. The College is ranked 16th in the UK for research of 4\* standard and 18th for 3\* and 4\* research. The Royal Holloway School of Management is in the top 20 for UK Business Schools, ranked 5th in London, and for regional universities we are second after Oxford University for University Business and Management departments in the South East of England. 55% of the School of Management's research profile is of 3\* and 4\* standard (world ranking and internationally excellent). In addition, the School of Management has connections with business, including many well-known multinationals, and executives and managers frequently contribute to the development and teaching of programmes.

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### **List of programmes with details of awards, teaching arrangements and accreditation**

All the programmes are taught entirely by staff at Royal Holloway, University of London. The MSc programme leads to an award of the University of London. The Postgraduate Diploma and the Graduate Diploma lead to awards of Royal Holloway and Bedford New College. The Banner programme codes are given in parenthesis.

#### **Masters Degree Programme in International Management**

MSc International Management (2128)

#### **Postgraduate Diploma in International Management (exit award only)**

PgDip International Management (2235)

#### **Graduate Diploma in International Management (exit award only)**

Grad Dip International Management (2455)

#### **Masters Degree Distance Learning Programme in International Management**

MSc International Management

#### **Distance Learning Postgraduate Diploma in International Management**

PgDip International Management

#### **Distance Learning Graduate Diploma in International Management (exit award only)**

Grad Dip International Management

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