ROYAL HOLLOWAY
University of London

PROGRAMME SPECIFICATION

This document describes the **Master of Science Degree programme, Postgraduate Diploma and Postgraduate Certificate in Human Resource Management**. This specification is valid for new entrants from **September 2018.**

The principal aims of the programme are two-fold:
1) to equip students with the analytical skills necessary to appreciate and explain the complexity of international management, particularly in the area of managing human resources;
2) to provide students with up-to-date knowledge on the latest research and practice in a range of specific areas of the highest relevance to international HR practitioners.

The programme will thus address both the scholarly and the vocational aspirations of students, with a view to preparing students to be 'reflective practitioners'. The programme will adopt an intellectually rigorous and critical approach to international human resource management strategies and practices, assessing them from a range of theoretical and analytical perspectives, explaining them in terms of their social and economic context, and considering their implications and impact for a wide range of stakeholders and interest groups.

The programme is delivered as a single-stage full-time programme over one-year (52 week) period or up to five years of part- time study (260 weeks).

Further information
Learning outcomes
Teaching, learning and assessment
Details of the programme structure(s)
Progression and award requirements
Student support and guidance
Admission requirements
Further learning and career opportunities
Indicators of quality and standards
List of programmes, with details of awards, degree titles, accreditation and teaching arrangements

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
On successful completion of the programme a student should have an understanding of the topic at a level appropriate for a postgraduate qualification in international human resource management, including the ability to read and readily understand research publications in the field and to undertake research in the area. In general terms the programme provides opportunities for students to develop and demonstrate the following learning outcomes:

Knowledge and Understanding

On successful completion of the programme students will have:

- demonstrated the ability to critically evaluate the practice of HRM, and consider the kinds of contextual factors that HR managers need to consider when making decisions;
- shown an appreciation of national and regional variations in social and economic conditions, and how these condition the way the employment relationship is conducted;
- grasped the significance and efficacy of transnational comparative analysis;
- become familiar with the various approaches to the management of human resources within multinational companies;
- equipped themselves with the necessary understanding of key policy areas to make an effective contribution as HR practitioners.

Skills and other attributes
Students who complete the programme will be able to demonstrate:

- the acquisition of a range of skills (conceptual skills, creative thinking and problem solving skills, technical and methods-related skills, planning skills, communication skills) through the reading and evaluation of academic literature, case studies, and both group and individual presentations;
- an ability to evaluate the usefulness of existing research, undertake new research, and the capacity to complete a comprehensive research dissertation;
- the acquisition of transferable organizational skills including working to deadlines, prioritising and delegating tasks, organising meetings and work time.*

Students will be encouraged to deal with complex issues both systematically and creatively, and to demonstrate self-directed learning in terms of the preparation and delivery of their assignments, dissertation and classroom presentations.

*transferable skills

Back to top

Teaching, learning and assessment
Teaching will be through a combination of lectures, workshops and student presentations. Formal class time will be used to introduce topics and generate debate around key issues. There will be a particular emphasis on participative learning via the use of case studies, group discussion and presentation. This will be underpinned by self-directed learning through reference to key readings and other associated texts.

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 independent study and library work, often in preparation for seminars, workshops and lectures.

Research skills are further developed to a professional level through the design and production of an independent research dissertation, 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 and essays, individual and group presentations, and unseen paper examinations are all used at some point in the assessment of the programme. The methods aspect of the programme uses a variety of methods including tests, assignments and exams. Full details of the assessments for individual courses can be obtained from the Department.

Back to top

Details of the programme structure(s)

The duration of the full time programme is approximately 52 weeks, beginning in September, and teaching is spread over the Autumn and Spring Terms.

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 this week MN5555 *Foundations of Modern Management* is offered as an integral, though non-assessed, part of the programme for Master's students at the School of Management.

The brief outline of the programme is shown below; however students can obtain further details from the Handbook. Credits are indicated in brackets, and indicate proportional weighting towards the MSc. The programme structure for the Postgraduate Diploma is as below, with the exception that students will not undertake the dissertation. Weightings for courses within the PgDip are proportionate, but exclude the dissertation, while for the Postgraduate Certificate students are required to pass courses worth only 60 credits.

The programme includes six mandatory courses, which are delivered during the first two terms. Over this period, students will also study a mandatory course on research methods to support the writing of a dissertation over the summer.

The structure of the programme is indicated below:

Optional Induction week course
MN5555 *Foundations of Modern Management*

Mandatory Courses
MN5702 - Organisational Learning, Knowledge and Work (20 Credits)
MN5703 - Human Resource Management in Global Contexts (20 Credits)
MN5705 - Foundations of Employment Law (20 Credits)
MN5707 – Strategic Human Resource Management (20 Credits)
MN5709 Comparative Human Resource Management (20 Credits)
MN5710 Principles of Human Resource Management (20 Credits)
MN5445   Dissertation Preparation and Research Methods (20 credits) (mandatory non-condonable)
MN5706 - Dissertation (40 Credits) (mandatory non-condonable)

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.

Part-time programme structure

The programme can be taken part-time over two to five years beginning in September of year one. Part-time students studying over two years normally take MN5703, MN5709 , MN5202 and MN5705 in their first year, and MN5710, MN5445, MN5706 and MN5707 in their second year. Students who take courses over more than two years should discuss with the department the order in which to take mandatory and optional courses. The dissertation/ project is normally taken in the final year of study.

Examination details and dates
Examinations will be held in the summer term (normally May).
The Dissertation is submitted at the end of the academic year (the beginning of September).
More details are available in the programme handbook.

Back to top

Progression and award requirements

All students on the MSc programme will be eligible to submit a dissertation. Students who have failed a number of taught courses are to be counselled by the Programme Director whether progressing to the dissertation stage is likely to be in their best interest.

Please note that if you hold a Tier 4 (General Student) Visa and you choose to leave or are required to leave (because of non-progression) or complete early (before the end date stated on your CAS), then this will be reported to UKVI.

Please consult the Postgraduate Taught Regulations for progression and award requirements:

https://www.royalholloway.ac.uk/students/study/our-college-regulations/attendance-and-academic-regulations.aspx

Back to top

Student support and guidance
- All course lecturers and tutors are 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, is available to advise on matters of course unit or degree registration, degree structures, and administrative or other difficulties encountered on specific courses.
- Detailed Student Handbook and course resources.
- Induction programme during the first week of the degree.
- Postgraduate Student-Staff Committee in the School of Management, chaired by the Director of Graduate Studies.
- Extensive supporting materials and learning resources in the College library and Senate House 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 Employability Lead Officer. who organises alumni programmes and careers related events.
- Access to the Student Counselling Service, the Centre for the Development of Academic Skills (CeDAS), the Health Centre, the Chaplaincy and Disability and Dyslexia Services for students with additional needs.
- Wide range of facilities in the Students' Union.

Back to top

Admission requirements
For details of admissions requirements please refer to the Course Finder

Back to top

Further learning and career opportunities
Most obviously the programme would allow students to pursue career opportunities in international companies, specifically within the human resource function but also in more general management positions with significant people-management responsibilities. The programme would also have relevance for those interested in careers in government, consultancy, trade unions or research. The rigorous academic approach of the programme would also provide a good grounding for developing research interests into doctoral studies. For more details on further learning and career opportunities please refer to the Careers Service.

Back to top

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 Excellence Framework (REF 2014) conducted by the Higher Education Funding Council (HEFCE). The scoring system for the REF 2014 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 and 3* indicating research that is internationally excellent. 81% of the College's research profile was deemed to be within the 4* or 3* categories, an increase of over 20% since 2008. The results for the quality of our research outputs placed Royal Holloway 15th in the UK based on an overall Grade Point Average (GPA) score and 20th in the UK for 4* and 3* research.

The School of Management is ranked 14th out of 101 Business and Management Schools in the United Kingdom for the quality of research outputs, based on both GPA and on the proportion of our research that is of 3* and 4* quality.

Back to top

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 for the campus based programmes are given in parentheses.

Masters of Science Programme in Human Resource Management

> MSc Human Resource Management (3367)

Postgraduate Diploma in Human Resource Management

> PgDip Human Resource Management (3368)

Postgraduate Certificate in Human Resource Management

> PgCert Human Resource Management (3369)

Graduate Diploma in Human Resource Management

> Grad Dip Human Resource Management (exit award only)

Back to top