

## Course Specification

Course Summary Information		
1	<b>Course Title</b>	MA International Human Resource Management
2	<b>Course Code</b>	PT1686
3	<b>Awarding Institution</b>	Birmingham City University
4	<b>Teaching Institution(s)</b> (if different from point 3)	
5	<b>Professional Statutory or Regulatory Body (PSRB) accreditation</b> (if applicable)	Chartered Institute of Personnel Development (CIPD)

6	Course Description
	<p>Do you want to study a Masters in human resource management? Our International Human Resource Management course is ideal for people who want to qualify professionally with our fully accredited CIPD Masters course.</p> <p>This full and part-time Masters course is ideal for those pursuing a career in HR, as, upon successful completion of this course you will be eligible to upgrade to a Chartered Member of the CIPD.</p> <p><b>What's covered in the course?</b></p> <p>We have an experienced teaching team who combine real work experience of human resource management with academic qualifications, bringing a strategic and conceptual view to the topics covered. Sessions are interactive and we encourage you to work together on case studies, and incorporate role-playing activities to develop practical HR skills. We invite guest speakers to deliver on relevant modules. Where appropriate to the individual topics covered during the course, implications for sustainability will be identified that relate to the UN Sustainable Development Goals.</p> <p>On completion of this course you will be able to make a valuable contribution within the HR field of management in your current or future workplace, having acquired both the core knowledge and the necessary skills to deliver excellence professionally and with the ability to act in the role of strategic partner.</p> <p>In keeping with these aims, you will possess the professional knowledge and behaviours required to achieve Chartered Membership status with the CIPD, which is the most widely-recognised professional body in the field of HR.</p> <p>Upon successful completion of the course, you will have developed critical understanding of the international context of organisations and the implications for HRM. You will explore the contexts in which HR operates and the impact which internationalisation both strategically and at the level of specific HR practices. In particular, managing and leading expatriates.</p> <p>Throughout the course you will be asked to reflect on your personal and professional development as an aid to demonstrating the core knowledge and behaviours required to gain organisational commitment and support from stakeholders.</p> <p><i>Why Choose Us?</i></p>

	<ul style="list-style-type: none"> <li>• Our course is fully approved by the Chartered Institute of Personnel and Development (CIPD) and their Profession Map, specifically the core knowledge and behaviours required for chartered membership. If you join as a student member of the CIPD then, on successful completion, you will not only receive your university award but also associated membership of the CIPD (and the right to use the designatory letters “Assoc CIPD”) with potential to upgrade to chartered membership (“Chartered MCIPD”), depending on experience (see: <a href="https://www.cipd.co.uk/membership/upgrade/chartered-member">https://www.cipd.co.uk/membership/upgrade/chartered-member</a>).</li> <li>• The CIPD are the only body in the world that can award Chartered status to individual HR and L&amp;D professionals. By studying at Birmingham City University we can help you achieve this important chartered status.</li> <li>• The course offers a diverse range of modules specific to the people profession.</li> <li>• Our teaching is interactive with guest speakers and professional skills development sessions.</li> <li>• Throughout the course, you will be encouraged to think globally and consider the impacts of internationalisation on businesses and the people profession.</li> </ul>
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<b>7</b>	<b>Course Awards</b>		
<b>7a</b>	<b>Name of Final Award</b>	<b>Level</b>	<b>Credits Awarded</b>
	Masters of Arts International Human Resource Management	7	180
	Masters of Arts International Human Resource Management with Professional Placement	7	240
<b>7b</b>	<b>Exit Awards and Credits Awarded</b>		
	Postgraduate Certificate International Human Resource Management	7	60
	Postgraduate Diploma International Human Resource Management	7	120

<b>8</b>	<b>Derogation from the University Regulations</b>
	None.

<b>9</b>	<b>Delivery Patterns</b>			
	<b>Mode(s) of Study</b>	<b>Location(s) of Study</b>	<b>Duration of Study</b>	<b>Code(s)</b>
	Full Time	City Centre	12 months	PT1686
	Full Time with Professional Placement Year	City Centre (and placement provider)	18 months	PT1688
	Part Time	City Centre	24 months	PT1687

<b>10</b>	<b>Entry Requirements</b>
	The admission requirements for this course are stated on the course page of the BCU website at <a href="https://www.bcu.ac.uk">https://www.bcu.ac.uk</a> .

11	<b>Course Aims</b>
	<ul style="list-style-type: none"> <li>• Be able to make a valuable contribution within your chosen specialism in your current or future workplace, having developed a comprehensive knowledge base and developed the necessary skills to deliver excellence professionally and act as a strategic partner.</li> <li>• Develop and implement creative and strategic HR solutions guided by academic research, based on current and appropriate information, data and professional best practice in the HR arena.</li> <li>• Possess the professional knowledge and behaviours required to achieve Chartered Membership status with the CIPD which is the most widely-recognised professional body in the field of HR.</li> <li>• Develop a critical understanding of the international context of organisations and the implications for HRM practice and its development into a strategic function within global organisations. Appreciate the complexities of and effectively operate within multi-cultural and global contexts.</li> <li>• Understand the relationship between HR and key disciplines within different organisational and international contexts and be able to work with other disciplines effectively.</li> <li>• Exhibit the ability to gain the necessary commitment and support from diverse stakeholders in pursuit of organisation value and the ability to deliver professionalism through combining commercial and HR expertise to bring value to the organisation, stakeholders and peers.</li> <li>• Demonstrate advanced research and critical enquiry to develop your understanding of international human resources management</li> <li>• Be able to implement creative and strategic evidence based HR solutions</li> </ul>

12	<b>Course Learning Outcomes</b>
K1	Synthesise and apply the comprehensive knowledge base of theories, concepts and principles of HR, and formulate the necessary skills to deliver excellence professionally and act as a strategic partner.
K2	Apply professional knowledge and skills in order to achieve Chartered Membership with the CIPD.
K3	Critically understand the international context of organisations and the implications for HRM practice and its development into a strategic function within global organisations.
K4	Appreciate the complexities of, and effectively operate within, multi-cultural and global contexts.
K5	Recognise the relationship between HRM and HRD and key disciplines within different organisational and international contexts and have the ability to work with other disciplines effectively.
K6	Employ advanced research and critical enquiry to further develop your professional understanding of international human resource management.
T1	Develop and implement creative and strategic HR solutions guided by academic research, based on current and appropriate information, data and professional best practice in the HRM arena.
T2	Execute the necessary commitment and support from diverse stakeholders in pursuit of organisational value.
T3	Exhibit the skills required to deliver professionalism through combining commercial and HR expertise to bring value to the organisation, stakeholders and peers.
T4	Execute essential skills in qualitative and quantitative research collecting, validating and interpreting data effectively utilising appropriate methodologies.

**13 Level Learning Outcomes**
**Postgraduate Certificate International Human Resource Management**

K4	Appreciate the complexities of and effectively operate within multi-cultural and global contexts. CMD
K5	Recognise the relationship between HRM and HRD and key disciplines within different organisational and international contexts and be able to work with other disciplines effectively. CMD
T3	Exhibit the skills required to deliver professionalism through combining commercial and HR expertise to bring value to the organisation, stakeholders and peers. CMD

**Postgraduate Diploma International Human Resource Management**

K1	Synthesise and apply the comprehensive knowledge base of theories concepts and principles of HR, and develop the necessary skills to deliver excellence professionally and to act as a strategic partner.
K2	Apply the professional knowledge and skills in order to achieve Chartered Membership with the CIPD, the most widely-recognised professional qualifications in the field of HRM.
K3	Critically understand the international context of organisations and the implications for HRM practice and its development into a strategic function within global organisations.
K4	Appreciate the complexities of and effectively operate within multi-cultural and global contexts.
K5	Recognise the relationship between HRM and HRD and key disciplines within different organisational and international contexts and be able to work with other disciplines effectively.
T2	Execute the necessary commitment and support from diverse stakeholders in pursuit of organisational value.
T3	Exhibit the skills required to deliver professionalism through combining commercial and HR expertise to bring value to the organisation, stakeholders and peers.
T4	Execute essential skills in qualitative and quantitative research collecting, validating and interpreting data effectively utilising appropriate methodologies.

**Masters of Arts International Human Resource Management with Professional Placement**

On this version of the course, you will complete all the previous course learning outcomes (See Section 12) plus those associated with the PP module:

1	Reflect on your current skills, behaviours and attitudes within a professional environment and how you applied these graduate attributes within your placement setting.
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2	Critically evaluate how you further developed your professional skillset during the placement and evidence how you have applied these new graduate attributes within your placement setting.	
3	Explain corporate social responsibility and sustainable development issues in relation to your placement organisation.	
4	Communicate your placement learning experience to others via a poster submission or reflective artefact.	

<b>14</b>	<b>Course Learning, Teaching and Assessment Strategy</b>
	<p>The MA International Human Resource Management is designed to be primarily taught face-to-face but also contains an online component which is delivered through Moodle, BCU's virtual learning environment, and Microsoft Teams.</p> <p>On the course you will experience workshop style classes which usually contain an element of interactive lecture and activities based on case studies or group discussion. Guest speakers, from industry and academia, will be invited to provide expert input at both module and course level, where possible. You are encouraged to take control of your own learning through extensive directed reading and other pre-sessional activities posted on Moodle. You are also encouraged to work together and some modules are designed to foster group working (e.g. People Management and Development and Commercial integrity in the people profession), something which is also encouraged at an early stage during the residential workshops integral to the course.</p> <p>You will undertake a research project (dissertation) in Semester 3, after completing research methods training module in Semester 2. The research project is the capstone module, allowing you to showcase the skills you have developed as the course has progressed to become independent learners and researchers, whilst gaining valuable employability skills. To assist you in showcasing your knowledge and skills you will be asked to conduct an assessed video presentation to accompany your dissertation by way of reflecting and communicating these.</p> <p>The MA International Human Resource Management will be assessed through the writing of academic reports, in-person assessments, portfolios, essays, exams and a dissertation. Each module contains at least one component of summative assessment with at least one opportunity for formative assessment.</p>

<b>15</b>	<b>Course Requirements</b>		
<b>15a</b>	<b><i>In order to complete this course a student must successfully complete all the following CORE modules (totalling 180 credits):</i></b>		
	<b>Module Code</b>	<b>Module Name</b>	<b>Credit Value</b>
	HRM7065	Strategic HRM in an International Context	20
	HRM7063	People Management and Development	20
	HRM7066	Strategic Resourcing and Talent Management	20
	HRM7062	Managing and Leading Expatriates	20
	HRM7060	Commercial integrity in the People Profession	20
	HRM7064	Research Methods for the People Profession	20
	HRM7061	Making Sense of Organisations for the People Profession	20
	HRM7067	The HR Research Project	40

<b>15b</b>	<b>Structure Diagram</b>
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### Full Time Course Structure

<b>Semester One (Core)</b>	<b>Semester Two (Core)</b>	<b>Semester Three (Core)</b>
HRM7065 Strategic HRM in an international Context (20 Credits)	HRM7062 Managing and Leading Expatriates (20 Credits)	HRM7061 Making Sense of Organisations for the people profession (20 Credits)
HRM7063 People Management and Development (20 Credits)	HRM7060 Commercial integrity in the people profession (20 Credits)	HRM7067 The HR Research Project (40 Credits)
HRM7066 Strategic Resourcing and Talent Management (20 Credits)	HRM7064 Research Methods for the people profession (20 Credits)	

<b>Full time MA (with Professional Placement) Semester One (Core)</b>	<b>Semester Two (Core)</b>	<b>Semester Three (Core)</b>	<b>20 week Placement</b>
HRM7065 Strategic HRM in an international Context (20 Credits)	HRM7062 Managing and Leading Expatriates (20 Credits)	HRM7061 Making Sense of Organisations for the people profession (20 Credits)	PLA6001 Professional Placement (60 credits)
HRM7063 People Management and Development (20 Credits)	HRM7060 Commercial integrity in the people profession (20 Credits)	HRM7067 The HR Research Project (40 Credits)	
HRM7066 Strategic Resourcing and Talent Management (20 Credits)	HRM7064 Research Methods for the people profession (20 Credits)		

### Part Time Course Structure

## YEAR ONE

<b>Semester One (Core)</b>	<b>Semester Two (Core)</b>	<b>Semester Three (Core)</b>
HRM7063 People Management and Development (20 Credits)	HRM7060 Commercial integrity in the people profession (20 Credits) HRM7062 Managing and Leading Expatriates (20 Credits)	HRM7061 Making Sense of Organisations for the people profession (20 Credits)

## YEAR TWO

<b>Semester One (Core)</b>	<b>Semester Two (Core)</b>	<b>Semester Three (Core)</b>
HRM7066 Strategic Resourcing and Talent Management (20 Credits) HRM7065 Strategic HRM in an international Context (20 Credits)	HRM7064 Research Methods for the people profession (20 Credits)	HRM7067 The HR Research Project (40 Credits)

<b>16</b>	<b>Overall Student Workload and Balance of Assessment</b>
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Overall student *workload* consists of class contact hours, independent learning and assessment activity, with each credit taken equating to a total study time of around 10 hours. While actual contact hours may depend on the optional modules selected, the following information gives an indication of how much time students will need to allocate to different activities at each level of the course.

- *Scheduled Learning* includes lectures, practical classes and workshops, contact time specified in timetable
- *Directed Learning* includes placements, work-based learning, external visits, on-line activity, Graduate+, peer learning
- *Private Study* includes preparation for exams

The *balance of assessment* by mode of assessment (e.g. coursework, exam and in-person) depends to some extent on the optional modules chosen by students. The approximate percentage of the course assessed by coursework, exam and in-person is shown below.

### **Workload**

#### **XX% time spent in timetabled teaching and learning activity**

<b>Activity</b>	<b>Number of Hours</b>
Scheduled Learning	276
Directed Learning	360
Private Study	1164
<b>Total Hours</b>	<b>1800</b>

### **Balance of Assessment**

<b>Assessment Mode</b>	<b>Percentage</b>
Coursework	83.75
Exam	0
In-Person	16.25