

Course Specification

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

6	Course Description
	<p>Want to qualify professionally with the Chartered Institute of Personnel and Development? Study an International Human Resource Management course at a fully-accredited CIPD centre with Birmingham City Business School.</p> <p>Our Postgraduate Diploma in International Human Resource Management programme is ideal if you want to qualify professionally with the CIPD.</p> <p>If you wish to engage with this course part-time, the modules will run in the afternoon and evening over two years for the PG Diploma in International HRM stage, with an additional optional third year (part-time) for the MA in International HRM. For some sessions, full-time and part-time cohorts will be taught together, allowing you the opportunity to share experiences with both UK-based and international students to incorporate a global perspective to HR issues.</p> <p>By successfully completing the course part-time you will meet the requirements of the CIPD Profession Map and its core knowledge and behaviour standards at chartered level membership.</p> <p>What's covered in the course?</p> <p>We have an experienced teaching team who combine real work experience of human resource management with the academic qualifications, bringing a strategic and conceptual view to the topics covered. Sessions are interactive and we invite guest speakers, encourage you to work together on case studies, and incorporate role-playing activities to develop practical HR skills. 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>Why Choose Us?</p> <ul style="list-style-type: none"> • 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, using the designated letters 'Assoc CIPD' with potential to upgrade to chartered membership status with the CIPD ("Chartered MCIPD"), depending on experience (see: https://www.cipd.co.uk/membership/upgrade/chartered-member). • The CIPD are the only body in the world that can award Chartered status to individual HR and L&D professionals. By studying at Birmingham City University we can help you achieve this important chartered status. • • Our teaching is interactive and led by our experienced team, who believe HR is as much about the doing as it is about the learning – giving you the skills you need to develop and enhance your employability.

	<ul style="list-style-type: none"> • Our part-time offering has been designed with busy, working professionals in mind, allowing you to get qualified while in employment. Part-time study is a mixture of afternoon and evening classes one day per week. • We pride ourselves on building a community of learners with regular feedback forums and personal tutor coaching. • All modules give an international perspective filled with professional development to enable you to demonstrate a deep understanding and critical awareness of the current global issues and challenges HR professionals and line managers face.
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7	Course Awards		
7a	Name of Final Award	Level	Credits Awarded
	Postgraduate Diploma International Human Resource Management	7	120
7b	Exit Awards and Credits Awarded		
	Postgraduate Certificate International Human Resource Management	7	60

8	Derogation from the University Regulations
	None

9	Delivery Patterns			
	Mode(s) of Study	Location(s) of Study	Duration of Study	Code(s)
	Part Time	City Centre	24 months	TBC

10	Entry Requirements
	The admission requirements for this course are stated on the course page of the BCU website at https://www.bcu.ac.uk .

11	Course Aims
	<ul style="list-style-type: none"> • Be able to make a valuable contribution within their chosen specialism in their 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. • 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. • 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. • Understand the relationship between HR and key disciplines within different organisational and international contexts and be able to work with other disciplines effectively. • 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.

12	Course Learning Outcomes
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.
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

14 Course Learning, Teaching and Assessment Strategy	
<p>The PG Dip 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>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>Although you are not required to undertake a research project (dissertation) you will complete rigorous training in research methods and so you will be equipped going forward to undertake high-quality independent research.</p> <p>The PG Dip International Human Resource Management will be assessed through the writing of academic reports, in-person assessments, portfolios, essays and exams. Each module contains at least one component of summative assessment with at least one opportunity for formative assessment.</p>	

15	Course Requirements																						
15a	<i>In order to complete this course a student must successfully complete all the following CORE modules (totalling 120 credits):</i>																						
	<table border="1"> <thead> <tr> <th>Module Code</th> <th>Module Name</th> <th>Credit Value</th> </tr> </thead> <tbody> <tr> <td>HRM7XXX</td> <td>Strategic HRM in an International Context</td> <td>20</td> </tr> <tr> <td>HRM7XXX</td> <td>People Management and Development</td> <td>20</td> </tr> <tr> <td>HRM7XXX</td> <td>Strategic Resourcing and Talent Management</td> <td>20</td> </tr> <tr> <td>HRM7XXX</td> <td>Managing and Leading Expatriates</td> <td>20</td> </tr> <tr> <td>HRM7XXX</td> <td>Commercial integrity in the People Profession</td> <td>20</td> </tr> <tr> <td>HRM7XXX</td> <td>Research Methods for the People Profession</td> <td>20</td> </tr> </tbody> </table>	Module Code	Module Name	Credit Value	HRM7XXX	Strategic HRM in an International Context	20	HRM7XXX	People Management and Development	20	HRM7XXX	Strategic Resourcing and Talent Management	20	HRM7XXX	Managing and Leading Expatriates	20	HRM7XXX	Commercial integrity in the People Profession	20	HRM7XXX	Research Methods for the People Profession	20	
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15b	Structure Diagram
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YEAR ONE

<p>Semester One (Core)</p> <p>HRM7XXX People Management and Development (20 Credits)</p>	<p>Semester Two (Core)</p> <p>HRM7XXX Commercial integrity in the people profession (20 Credits)</p> <p>HRM7XXX Managing and Leading Expatriates (20 Credits)</p>
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YEAR TWO

<p>Semester One (Core)</p> <p>HRM7XXX Strategic Resourcing and Talent Management (20 Credits)</p> <p>HRM7XXX Strategic HRM in an international Context (20 Credits)</p>	<p>Semester Two (Core)</p> <p>HRM7XXX Research Methods for the people profession (20 Credits)</p>
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16	Overall Student Workload and Balance of Assessment
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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

Activity	Number of Hours
Scheduled Learning	216
Directed Learning	288
Private Study	696
Total Hours	1200

Balance of Assessment

Assessment Mode	Percentage
Coursework	75%
Exam	8%
In-Person	17%