

## Overview

<b>Programme Code</b>	35414
<b>Programme Title</b>	Human Resource Management - CIPD Advanced Level Standards
<b>Awarding Institution</b>	Liverpool John Moores University
<b>Programme Type</b>	Masters
<b>Language of Programme</b>	All LJMU programmes are delivered and assessed in English
<b>Programme Leader</b>	Sarah Williams
<b>Link Tutor(s)</b>	

## Awards

Award Type	Award Description	Award Learning Outcomes
Target Award	Master of Arts - MA	See Learning Outcomes Below
Alternative Exit	Postgraduate Certificate - PC	Evaluate the contribution of HRM strategy to the achievement of business objectives. Critically analyse issues and formulate appropriately justified responses. Analyse complex information from a variety of sources and evaluate its relevance. Critically appraise the value of HR and HR policies and practice to diverse business environments. Develop and justify conclusions and recommendations based on the analysis of complex information. Communicate effectively using appropriate media to include digital media. Manage time effectively by planning and prioritising .
Alternative Exit	Postgraduate Diploma - PD	Evaluate the contribution of HRM strategy to the achievement of business objectives. Critically analyse issues and formulate appropriately justified responses. Evaluate the relevance of theoretical concepts and practical techniques to the solution of complex problems. Analyse complex information from a variety of sources and evaluate its relevance. Critically appraise the value of HR and HR policies and practice to diverse business environments. Develop and justify conclusions and recommendations based on the analysis of complex information. Communicate effectively with employees, management, HR professionals and other stakeholders in an organisational context. Communicate effectively using appropriate media to include digital media. Manage time effectively by planning and prioritising. Learn independently in the spirit of critical enquiry and reflect upon learning in order to ensure continuous professional development.

<b>Alternate Award Names</b>	
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## External Benchmarks

<b>Subject Benchmark Statement</b>	PGT-Business and Management (2015)
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## Accreditation

### Programme Accredited by

PSRB Name	Type of Accreditation	Valid From Date	Valid To Date	Additional Notes
Chartered Institute of Personnel and Development (CIPD)	Accredited by the Chartered Institute of Personnel and Development (CIPD).			

## Programme Offering(s)

Mode of Study, Mode of Delivery	Intake Month	Teaching Institution	Programme Length
Full-Time, Face to Face	September	LJMU Taught	1 Years
Part-Time, Face to Face	September	LJMU Taught	2 Years

## Aims and Outcomes

### Educational Aims of the Programme

To produce graduates who will: - Contribute to the development and implementation of Human Resource Management (HRM) strategy in a range of organisational contexts. - Critically evaluate organisational HRM strategy and practice within complex and rapidly changing business environments. - Critically appraise the added value of HRM policies and practices to contemporary organisations. - Synthesise and analyse complex information from a variety of sources and evaluate its relevance. - Critically reflect on experience and learning, skills attainment and undertaking continuous professional development (CPD) and lifelong learning

### Learning Outcomes

Code	Description
PLO1	evaluate the contribution of HRM strategy to the achievement of business objectives
PLO2	evaluate the relevance of theoretical concepts and practical techniques to the solution of complex problems
PLO3	analyse interpret and evaluate qualitative and quantitative data
PLO4	utilise judgement to draw appropriate and cost effective recommendations
PLO5	map behaviours, interpersonal and practitioner skills and design personal development plans to enhance these
PLO6	analyse complex information from a variety of sources and evaluate its relevance
PLO7	critically appraise the value of HR and HR policies and practice to diverse business environments
PLO8	critically reflect on experience and learning, and to identify opportunities for continuous professional development
PLO9	utilise appropriate research methods to evaluate specific organisational situations
PLO10	develop and justify conclusions and recommendations based on the analysis of complex information
PLO11	communicate effectively with employees, management, HR professionals and other stakeholders in an organisational context
PLO12	integrate HR strategies with business strategy within the micro and macro environment of contemporary organisations
PLO13	communicate effectively using appropriate media to include digital media

<b>Code</b>	<b>Description</b>
PLO14	analyse and evaluate complex quantitative and qualitative information utilising appropriate research methods
PLO15	work independently or as part of a team
PLO16	manage time effectively by planning and prioritising
PLO17	learn independently in the spirit of critical enquiry and reflect upon learning in order to ensure continuous professional development
PLO18	design and critique concepts and strategies within the context of effective resourcing, talent management and the changing labour market
PLO19	assess the utilisation of performance and engagement to maximise individual contribution and enhance organisational performance
PLO20	apply and evaluate theory and practice relating to the changing nature of employment relations in both unionised and non unionised environments
PLO21	evaluate strategies for personal and organisational learning and knowledge using appropriate digital technology to support the development of practice
PLO22	interpret and analyse data using contemporary research methodologies and techniques
PLO23	critically analyse issues and formulate appropriately justified responses
PLO24	critically appraise academic and professional journals, data and research findings

## Programme Structure

### Programme Structure Description

<b>Programme Structure - 180 credit points</b>	
<b>Level 7 - 180 credit points</b>	
<b>Level 7 Core - 180 credit points</b>	<b>CORE</b>
[MODULE] 7001BUSMHR Developing Academic Business and Leadership Competencies Approved 2022.01 - 20 credit points	
[MODULE] 7002BUSMHR HR Context Approved 2022.01 - 10 credit points	
[MODULE] 7003BUSMHR Strategic HR and Leadership Approved 2022.01 - 20 credit points	
[MODULE] 7004BUSMHR Employment Relations and Legal Framework Approved 2022.01 - 20 credit points	
[MODULE] 7005BUSMHR Managing and Developing Talent Approved 2022.01 - 20 credit points	
[MODULE] 7006BUSMHR Development and Performance Strategies Approved 2022.01 - 10 credit points	
[MODULE] 7008BUSMHR Research Methods for HR Approved 2022.01 - 20 credit points	
[MODULE] 7009BUSMHR Dissertation and Impact Report Approved 2022.02 - 60 credit points	
<b>Level 7 Optional - No credit points</b>	<b>OPTIONAL</b>

Module specifications may be accessed at <https://proformas.ljmu.ac.uk/Default.aspx>

## Teaching, Learning and Assessment

Formal classes enable a range of teaching methods - lectures, case studies, groupwork, class discussions, presentations. Digital content and engagement via the VLE and supported by CITRIX Self directed learning is encouraged to develop depth of understanding and independence Intellectual skills are assessed formatively through group and individual contributions in class. Summative assessment is through coursework, examinations, portfolio of skills development, research proposal and dissertation. These are detailed in module and programme documentation. Intellectual skills are developed through the use of case studies, data analysis and the critique of literature and journal articles. Group work and in class discussions encourage the application of concepts to organisational context. Self directed and digitally enhanced learning encourages curiosity and independent learning. Analysis of academic and professional skills development forms part of the Skills development module. Intellectual skills are assessed formatively through group and individual contributions in class. Summative assessment is through coursework, examinations, unseen assessments, portfolio of skills development, research proposal and dissertation. These are detailed in module and programme documentation. The applied nature of the programme and its assessment encourages the development of professional and practical skills through comparative organisational practice via class discussion and case studies. Practitioner speakers and some attendance at CIPD events encourage the development of skills for those students who are aspirational rather than currently employed within HR or HR related work. Discussion boards and digital communities further support the development of practical skills Practical skills are assessed formatively through group and individual contributions in class. Summative assessment is through presentations, case studies, unseen assessments, portfolio of skills development, research proposal and dissertation. These are detailed in module and programme documentation Transferable skills are developed through the use of case studies, data analysis and the critique of literature and journal articles. Group work and in class discussions encourage the application of concepts to organisational context. Self directed and digitally enhanced learning encourages curiosity and independent learning. Analysis of academic and professional skills development forms part of the Skills development module. Transferable skills are assessed formatively through group and individual contributions in class. Summative assessment is through presentations, case studies, unseen assessments, portfolio of skills development, research proposal and dissertation. These are detailed in module and programme documentation

## Opportunities for work related learning

Part time students are normally employed in HR or HR related roles and are encouraged to enhance their work related learning through application of academic framework concepts to developing responses to organisational issues. Full time students are encouraged to undertake intern work or project work in HR and the alumni contacts through social media are used to support this. Full and part time students are encouraged to attend and contribute to CIPD events and learning activities and these are advertised to students via email, programme materials and social media

## Entry Requirements

Type	Description
A levels	Successful applicants will normally have completed an undergraduate degree which does not need to be in a HR or business-related area. Applications will be accepted from Associate CIPD candidates holding a Level 5 qualification. Exceptionally, applicants with 10 or more years' experience in HR or a HR-related role will be considered for the programme following an interview.
Alternative qualifications considered	Successful applicants will normally have completed an undergraduate degree which does not need to be in a HR or business-related area. Applications will be accepted from Associate CIPD candidates holding a Level 5 qualification. Exceptionally, applicants with 10 or more years' experience in HR or a HR-related role will be considered for the programme following an interview.

## Extra Entry Requirements