

Overview

Programme Code	36685
Programme Title	Human Resource Management
Awarding Institution	Liverpool John Moores University
Programme Type	Masters
Programme Leader	
Link Tutor(s)	Paul McEvoy Clarke

Partner Name	Partnership Type
Unicaf	Validated

Awards

Award Type	Award Description	Award Learning Outcomes
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. 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.
Target Award	Master of Arts - MA	See Learning Outcomes Below
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

Alternate Award Names

External Benchmarks

Subject Benchmark Statement
PGT-Business and Management (2015)

Programme Offering(s)

Mode of Study, Mode of Delivery	Intake Month	Teaching Institution	Programme Length
Part-Time, Face to Face	April	Unicaf	5 Years
Part-Time, Face to Face	August	Unicaf	5 Years
Part-Time, Face to Face	December	Unicaf	5 Years

Part-Time, Face to Face	February	Unicaf	5 Years
Part-Time, Face to Face	January	Unicaf	5 Years
Part-Time, Face to Face	July	Unicaf	5 Years
Part-Time, Face to Face	June	Unicaf	5 Years
Part-Time, Face to Face	March	Unicaf	5 Years
Part-Time, Face to Face	May	Unicaf	5 Years
Part-Time, Face to Face	November	Unicaf	5 Years
Part-Time, Face to Face	October	Unicaf	5 Years
Part-Time, Face to Face	September	Unicaf	5 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

Code	Description
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
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

There is one programme award: MA in Human Resource Management. This is offered part time for international students on the Unicaf programme. Students studying part-time will be able to complete the MA between 2-5 years. Students must take the following modules: 7501UNIHR Developing Academic Business & Leadership Competencies (20 credits) 7502UNIHR HR, Development and Performance in Context (20 credits) 7503UNIHR Strategic HR and Leadership (20 credits) 7504UNIHR Employment Relations and Legal Framework (20 credits) 7505UNIHR Managing and Developing Talent (20 credits) 7506UNUHR Research Methods for HR (20 credits) 7507UNIHR Dissertation and Impact Report (60 credits) To qualify for the exit award of PG Cert in Human Resource Management (60 credits) students must have completed the following modules: 7501UNIHR Developing Academic Business & Leadership Competencies (20 credits) 7502UNIHR HR, Development and Performance in Context (20 credits) 7503UNIHR Strategic HR and Leadership (20 credits) To qualify for the exit award of PG Dip in Human Resource Management (120) credits students must have completed the following modules: 7501UNIHR Developing Academic Business & Leadership Competencies (20 credits) 7502UNIHR HR, Development and Performance in Context (20 credits) 7503UNIHR Strategic HR and Leadership (20 credits) 7504UNIHR Employment Relations and Legal Framework (20 credits) 7505UNIMHR Managing and Developing Talent (20 credits) 7506UNIMHR Research Methods for HR (20 credits) Additional rule applies: 7506UNHR is a prerequisite for 7507UNIHR Students will register for one new module at a time and must complete the programme within 5 years.

Programme Structure - 180 credit points	
Level 7 - 180 credit points	
Level 7 Core - 180 credit points	CORE
[MODULE] 7501UNIHR Developing Academic Business and Leadership Competencies Approved 2022.01 - 20 credit points	
[MODULE] 7502UNIHR HR, Development and Performance in Context Approved 2022.01 - 20 credit points	
[MODULE] 7503UNIHR Strategic HR and Leadership Approved 2022.01 - 20 credit points	
[MODULE] 7504UNIHR Employment Relations and Legal Framework Approved 2022.01 - 20 credit points	
[MODULE] 7505UNIHR Managing and Developing Talent Approved 2022.01 - 20 credit points	
[MODULE] 7506UNIHR Research Methods for HR Approved 2022.01 - 20 credit points	
[MODULE] 7507UNIHR Dissertation and Impact Report Approved 2022.01 - 60 credit points	
Level 7 Optional - No credit points	OPTIONAL

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

Approved variance from Academic Framework Regulations

Variance

Students will be eligible for a Final Module Attempt (FMA) once they have failed the first and referral attempt of a module. Students will not have to wait until all the assessment opportunities from the taught element of the programme have been exhausted. (approved 03/11/2022)

Teaching, Learning and Assessment

Formal classes enable a range of teaching methods - lectures, case studies, groupwork, class discussions, presentations. Digital content and engagement via Unica's VLE (Moodle). Self directed learning is encouraged to develop depth of understanding and independence Intellectual skills are developed through the use of case studies, data analysis and the critique of literature and journal articles. 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 individual contributions in class. Summative assessment is through coursework, presentation, 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 discussion and case studies. Discussion boards and digital communities further support the development of practical skills Practical skills are assessed formatively through group and individual contributions in class. Transferable skills are developed through the use of case studies, data analysis and the critique of literature and journal articles. 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 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.

Entry Requirements

Type	Description
Other international requirements	An accredited UK Honours degree with 2.2 classification or international equivalent and at least one year related experience in the field of HR, Training and Development or related area; or aspirations to work in this area. Students holding lower qualifications will be considered on a nonstandard basis demonstrated by relevant experience. Where English is not the candidate's first language, or their first degree was not taught and assessed wholly in English, an IELTS score of 6.0 must be achieved, with no individual score of less than 5.5, or international equivalent or a score of 6.0 (with no individual score less than 5.5) on the Unica English Placement Test (EPT). RPL is accepted on the programme.
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.