Programme Specification Document

Approved, 2022.03

Overview

Programme Code	36759
Programme Title	Strategic People Management and Practice
Awarding Institution	Liverpool John Moores University
Programme Type	Masters
Language of Programme	All LJMU programmes are delivered and assessed in English
Programme Leader	Jyotsna Jariwala
Link Tutor(s)	

Awards

Award Type	Award Description	Award Learning Outcomes
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 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 Learn independently in the spirit of critical enquiry Reflect upon learning in order to ensure continuous professional development

Alternate Award Names	

External Benchmarks

Subject Benchmark Statement	

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

Aims and Outcomes

Educational Aims of the Programme

The aim of this MA in Strategic People Management and Practice is to support you to develop the knowledge requirements in human resource management (HRM), which align with to the core knowledge and core behaviour membership standards of the CIPD Profession Map at Chartered Level. By the end of the programme participants will have extended their HRM knowledge by : Contribution to the development and implementation of Human Resource Management (HRM) strategy in a range of organisational contexts. Critically evaluation of organisational HRM strategy and practice within complex and rapidly changing business environments. Critically appraisal of the added value impact of HRM policies and practices to contemporary organisations. Synthesised and analysed complex information from a variety of sources and evaluate its relevance. Critically reflected on experience and learning, skills attainment and undertaking continuous professional development (CPD) and lifelong learning. Completion allows Student or Associate members to upgrade to Chartered Member on achievement of the required practitioner experience. The upgrade function is managed by CIPD with programme team support

Learning Outcomes

Code	Description
PLO1	Evaluate the contribution of HRM strategy to the achievement of business objectives.
PLO2	Integrate HR strategies with business strategy within the micro and macro environment of contemporary organisations.
PLO3	Design and critique concepts and strategies within the context of effective resourcing, talent management and the changing labour market.
PLO4	Assess the utilisation of performance and engagement to maximise individual contribution and enhance organisational performance.
PLO5	Apply and evaluate theory and practice relating to the changing nature of employment relations in both unionised and non-unionised environments.

Code	Description
PLO6	Evaluate strategies for personal and organisational learning and knowledge using appropriate digital technology to support the development of practice.
PLO7	Interpret and analyse data using contemporary research methodologies and techniques.
PLO8	Critically analyse issues and formulate appropriately justified responses.
PLO9	Critically appraise academic and professional journals, data and research findings.
PLO10	Evaluate the relevance of theoretical concepts and practical techniques to the solution of complex problems.
PLO11	Analyse interpret and evaluate qualitative and quantitative data.
PLO12	Utilise judgement to draw appropriate and cost effective recommendations.
PLO13	Map behaviours, interpersonal and practitioner skills and design personal development plans to enhance these.
PLO14	Analyse complex information from a variety of sources and evaluate its relevance.
PLO15	Critically appraise the value of HR and HR policies and practice to diverse business environments.
PLO16	Critically reflect on experience and learning, and to identify opportunities for continuous professional development.
PLO17	Utilise appropriate research methods to evaluate specific organisational situations.
PLO18	Develop and justify conclusions and recommendations based on the analysis of complex information.
PLO19	Communicate effectively with employees, management, HR professionals and other stakeholders in an organisational context.
PLO20	Communicate effectively using appropriate media to include digital media.
PLO21	Analyse and evaluate complex quantitative and qualitative information utilising appropriate research methods.
PLO22	Work independently or as part of a team.
PLO23	Manage time effectively by planning and prioritising.
PLO24	Learn independently in the spirit of critical enquiry and reflect upon learning in order to ensure continuous professional development.

Programme Structure

Programme Structure Description

Programme Structure - 180 credit points	
Level 7 - 180 credit points	
Level 7 Core - 180 credit points	CORE
[MODULE] 7001LBSMHR Developing Inclusive, Personal and Business Ethical Behaviours Approved 2022.02 - 10 credit points	
[MODULE] 7002LBSMHR People Management and Practices in a Changing Business Context Approved 2022.02 - 20 credit points	
[MODULE] 7003LBSMHR Strategic People Management and Developing Performance Approved 2022.02 - 20 credit points	
[MODULE] 7004LBSMHR Strategic Equality, Diversity, Inclusion, and Belonging Approved 2022.03 - 10 credit points	
[MODULE] 7005LBSMHR Managing People Recruitment and Developing Talent Approved 2022.04 - 20 credit points	
[MODULE] 7006LBSMHR Managing and Leading Employment Relations Approved 2022.01 - 20 credit points	
[MODULE] 7007LBSMHR Organisational Development, Change and Strategic Reward Approved 2022.03 - 10 credit points	
[MODULE] 7008LBSMHR Business Research in People Management and Practice – Research Methods Approved 2022.01 - 10 credit points	
[MODULE] 7009LBSMHR Business Research in People Management and Practice - Literature Review and Professional Inquiry 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 on CIPD accredited programmes must pass all required module assessments in order to pass each module.

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

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. Students are also 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 significant experience in HR or a HR-related role will be considered for the programme following an interview.

Extra Entry Requirements