

Royal Holloway, University of London
Course specification for postgraduate award
MSc Human Resource Management (3367)

Section 1 – Introduction to your course

This course specification is a formal document, which provides a summary of the main features of your course and the learning outcomes that you might reasonably be expected to achieve and demonstrate if you take full advantage of the learning opportunities that are provided. Further information is contained in the College prospectus, and in various handbooks, all of which you will be able to access online. Alternatively, further information on the College's academic regulations and polices can be found [here](#). Further information on the College's Admissions Policy can be found [here](#).

Your degree course in MSc Human Resource Management provides progressive structures in which you will be able to gain ever-wider knowledge and understanding, and appropriate skills. Your course contains a combination of mandatory modules to introduce you to contemporary critical and theoretical approaches, within the area of Human Resource Management.

While Royal Holloway keeps all the information made available under review, courses and the availability of individual modules, especially optional modules are necessarily subject to change at any time, and you are therefore advised to seek confirmation of any factors which might affect your decision to follow a specific course. In turn, Royal Holloway will inform you as soon as is practicable of any significant changes which might affect your studies.

The following is a brief description for some of the most important terminology for understanding the content of this document:

Degree course – May also be referred to as 'degree programme' or simply 'programme', these terms refer to the qualification you will be awarded upon successful completion of your studies.

Module – This refers to the credits you will study each year to complete your degree course. Postgraduate taught degrees at Royal Holloway comprise 180 credits. On some degree courses a certain number of optional modules must be passed for a particular degree title. 'Modules' were formerly known as 'course units' at Royal Holloway.

| Section 2 – Course details | | | |
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| Date of specification update | February 2023 | Location of study | Egham Campus |
| Course award and title | MSc Human Resource Management | Level of study | Postgraduate |
| Course code | 3367 | Year of entry | 2023/24 |
| Awarding body | Royal Holloway, University of London | | |
| Department or school | Human Resource Management & Organisational Studies, School of Business & Management | Other departments or schools involved in teaching the course | N/A |
| Mode(s) of attendance | Full time | Duration of the course | One year (52 weeks) full-time Two to five years (104 -260 weeks) part-time |
| Accrediting Professional, Statutory or Regulatory Body requirement(s) | N/A | | |
| Link to Coursefinder for further information: | https://www.royalholloway.ac.uk/studying-here/ | For queries on admissions: | https://royalholloway.ac.uk/applicationquery |

Section 3 – Degree course structure

3.1 Mandatory module information

The following table summarises the mandatory modules which students must take in each year of study

| Module code | Module title | Credits | FHEQ level | Module status (Mandatory Condonable MC or Mandatory Non-Condonable MNC) |
|-------------|---|---------|------------|---|
| MN5701 | Work and Well-being | 15 | 7 | MC |
| MN5702 | Organisational Learning, Knowledge, and Work | 15 | 7 | MC |
| MN5703 | Human Resource Management and Global Sustainability | 15 | 7 | MC |
| MN5705 | International and Comparative Employment Law | 15 | 7 | MC |
| MN5707 | Strategic Human Resource Management | 15 | 7 | MC |
| MN5700 | Fieldwork on Contemporary HRM issues | 15 | 7 | MC |
| MN5709 | International Human Resource Management | 15 | 7 | MC |
| MN5710 | Principles of Human Resource Management | 15 | 7 | MC |
| MN5445 | Dissertation Methods and Business Analysis | 15 | 7 | MNC |
| MN5706 | Dissertation | 45 | 7 | MNC |

This table sets out the most important information for the mandatory modules on your degree course. These modules are central to achieving your learning outcomes, so they are compulsory, and all students on your degree course will be required to take them. You will be automatically registered for these modules each year. Mandatory modules fall into two categories: 'condonable' or 'non-condonable'.

In the case of mandatory 'non-condonable' (MNC) modules, you must pass the module before you can proceed to the next year of your course, or to successfully graduate with a particular degree title. In the case of mandatory 'condonable' (MC) modules, these must be taken but you can still progress or graduate even if you do not pass them. Please note that although Royal Holloway will keep changes to a minimum, changes to your degree course may be made where reasonable and necessary due to unexpected events. For example: where

requirements of relevant Professional, Statutory or Regulatory Bodies have changed and course requirements must change accordingly, or where changes are deemed necessary on the basis of student feedback and/or the advice of external advisors, to enhance academic provision.

3.2 Optional modules

In addition to mandatory modules, there will be a number of optional modules available during the course of your degree. Although Royal Holloway will keep changes to a minimum, new options may be offered or existing ones may be withdrawn. For example where reasonable and necessary due to unexpected events, where requirements of relevant Professional, Statutory or Regulatory Bodies (PSRBs) have changed and course requirements must change accordingly, or where changes are deemed necessary on the basis of student feedback and/or the advice of External Advisors, to enhance academic provision. There may be additional requirements around option selection; please contact the Department for further information.

There are no optional modules available on this degree course.

Section 4 - Progressing through each year of your degree course

For further information on the progression and award requirements for your degree, please refer to Royal Holloway's [Academic Regulations](#).

Progression throughout the year/s is monitored through performance in summative or formative coursework assignments. Please note that if you hold a Student Visa and you choose to leave (or are required to leave because of non-progression) or complete early (before the course end date stated on your CAS), then this will be reported to UKVI.

All postgraduate taught students are required to take and pass the non-credit bearing Moodle-based Academic Integrity module SS1001 in order to be awarded. The pass mark for the module assessment is stated in the on-line Academic Integrity Moodle module. Students may attempt the assessment as often as they wish with no penalties or capping. Students who otherwise meet the requirements for award as stipulated in the [College's Postgraduate Taught Regulations](#) (Section 15: Consideration and classification of candidates for the award) but fail to pass the Moodle-based Academic Integrity module will not be awarded.

Section 5 – Educational aims of the course

The aims of this course are to:

- Equip students with the analytical skills necessary to appreciate and explain the complexity of management, particularly in the area of managing human resources in a global context;
- Provide students with up-to-date knowledge on the latest research and practice in a range of specific areas of the highest relevance to international HR practitioners.
- Enhance employability through industry interface and international field work
- Support students acquiring skills in investigating, analysing, and communicating challenges and solutions concerning human resource management
- Provide a combination of modules informed by the distinctive values and research expertise of the School of Business and Management
- Equip students with conceptual tools for analysing and evaluating complex problems in the context of human resource management Prepare students to be reflective practitioners.

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| <p>Section 6 - Course learning outcomes</p> <p>In general terms, the courses provide opportunities for students to develop and demonstrate the following learning outcomes. (<i>Categories – Knowledge and understanding (K), Skills and other attributes (S), and Transferable skills (*)</i>)</p> | |
| <p>On successful completion of the programme a student should have an understanding of the topic at a level appropriate for a postgraduate qualification in human resource management, including the ability to read and readily understand research publications in the field and to undertake research and employment in the area. In general terms the programme provides opportunities for students to develop and demonstrate the following learning outcomes:</p> | |
| <ol style="list-style-type: none"> 1. Critically evaluate relevance and interactions between human resource management and other key business functions and processes (K) 2. Design evidence-based analysis in human resource management (S) 3. Synergize theories and concepts to resolve problems of human resource management (K) 4. Reflect on relevance and contributions of human resource management to sustainable business and society (K) 5. Generate sustainable solutions to challenges in human resource management (S) 6. Perform professionally as human resource management (S) 7. Influence effective teamwork (S*) | <ol style="list-style-type: none"> 8. Employ the principles and codes of conduct that underpin ethical practice in human resource management (S*) 9. Select digital tools to search, analyse and manage information responsibly (S*) 10. Determine appropriate digital media and networks to influence social behaviour (K) 11. Reflect on the role of human resource management to influence inclusion in organisations and society (K) 12. Judge the merit of different perspectives and worldviews that inform human resource management (K) 13. Interpret the impact of current world affairs on human resource management (S*) 14. Critically evaluate the impact of human recourse management to local and global communities (K) |

Section 7 - Teaching, learning and assessment

Teaching and learning on the course is closely informed by the active research of staff, particularly in the areas of law, international human resource management, work and wellbeing, contemporary human resource management issues in a global context, strategic human resource management, cross-cultural leadership and performance management. In general terms, the course provides an opportunity for you to develop and demonstrate the learning outcomes detailed herein.

Teaching and learning is mostly by means of lectures; seminars; study groups; essay consultations; oral presentations, case study analysis, industry visits, international field work exchange and guided independent study. Assessment of knowledge and understanding is typically by formal examinations, coursework, examined essays, , online tests and exercises, oral presentations and the dissertation or long essay. In addition, students may be involved in workshops and may produce various forms of creative or editorial work. . The methods aspect of the course uses a variety of methods including tests, assignments and exams. Full details of the assessments for individual courses can be obtained from the Department. Contact hours come in various forms and may take the form of time spent with a member of staff in a lecture or seminar with other students. Contact hours may also be laboratory or, studio-based sessions, project supervision with a member of staff, or discussion through a virtual learning environment (VLE). These contact hours may be with a lecturer or teaching assistant, but they may also be with a technician, or specialist support staff.

The way in which each module on your degree course is assessed will also vary, however, for the assessments listed as 'summative', you will receive a mark for it which will count towards your overall mark for the module, and potentially your degree classification, depending on your year of study. On successful completion of the module you will gain the credits listed. 'Coursework' might typically include a written assignment, like an essay. Coursework might also include a report, dissertation or portfolio. 'Practical assessments' might include an oral assessment or presentation, or a demonstration of practical skills required for the particular module

More detailed information on modules, including teaching and learning methods, and methods of assessment, can be found via the online [Module Catalogue](#). The accuracy of the information contained in this document is reviewed regularly by the university, and may also be checked routinely by external agencies, such as the Quality Assurance Agency (QAA).

Section 8 – Additional costs

There are additional costs associated with the fieldwork and the costs will be submitted separately.

These estimated costs relate to studying this particular degree course at Royal Holloway. General costs such as accommodation, food, books and other learning materials and printing etc., have not been included, but further information is available on our website.

| Section 9 – Indicators of quality and standards | |
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| QAA Framework for Higher Education Qualifications (FHEQ) Level | 7 |
| Your course is designed in accordance with the FHEQ to ensure your qualification is awarded on the basis of nationally established standards of achievement, for both outcomes and attainment. The qualification descriptors within the FHEQ set out the generic outcomes and attributes expected for the award of individual qualifications. The qualification descriptors contained in the FHEQ exemplify the outcomes and attributes expected of learning that results in the award of higher education qualifications. These outcomes represent the integration of various learning experiences resulting from designated and coherent courses of study. | |
| QAA Subject benchmark statement(s) | http://www.qaa.ac.uk/quality-code/subject-benchmark-statements |
| Subject benchmark statements provide a means for the academic community to describe the nature and characteristics of courses in a specific subject or subject area. They also represent general expectations about standards for the award of qualifications at a given level in terms of the attributes and capabilities that those possessing qualifications should have demonstrated. | |

| Section 10– Intermediate exit awards (where available) | | |
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| You may be eligible for an intermediate exit award if you complete part of the course as detailed in this document. Any additional criteria (e.g. mandatory modules, credit requirements) for intermediate awards is outlined in the sections below. | | |
| Award | Criteria | Awarding body |
| PG Diploma | Passes in at least 120 credits, with fails of between 40% to 49% for up to 40 credits condonable (with the exception of any course specific requirements). | Royal Holloway and Bedford New College |
| PG Certificate | Passes in at least 60 credits with no condonable fails | Royal Holloway and Bedford New College |