Programme Specification

MSc in International Human Resource Management (full-time)   PFTZINTHRMHM

For students entering in 2020/21

This document sets out key information about your Programme and forms part of your Terms and Conditions with the University of Reading.

Awarding Institution	University of Reading
Teaching Institution	University of Reading
Length of Programme	MSc in International Human Resource Management (full-time) - 12 months
Accreditation	CIPD, AACSB, EQUIS
Programme Start Dates	September

Programme information and content
The programme aims to provide a rigorous and current postgraduate education in the field of international human resource management. By combining offerings from across the business school the programme is unique in its combination of theory and practice in the study of HRM within a global environment. Emphasis is given to the understanding of both the discipline of HRM and its core practices as well as the contextual environment in which organisations are operating Students will develop a practical understanding of the range of challenges facing people managers in different environments. As well as Henley faculty, each year sees a different programme of visiting speakers and study visits. The programme requires a substantial amount of independent reading, research and study in academic literature. Students are expected to take personal responsibility and show initiative in developing their knowledge and understanding of the field of study. For the students that are able to demonstrate these independent study skills, they will have the opportunity to develop analytical and conceptual thinking and apply these skills to the management and motivation of an organisation's most expensive resource. Students will acquire a deep understanding of the development of HRM into a strategic function as well as the growth of International HRM. In addition to the development of a comparative awareness of the various elements of HRM practice, notably: training and development; recruitment and selection; performance management and reward the students will also be equipped with a range of analysis/diagnostic tools to support their awareness of context. Students who complete this course of study will not only be well-grounded in the core of HRM, its background and strategic development but will also have an awareness of how the field of IHRM has developed in response to the increasingly global nature of our world. During their studies students will have the opportunity to enhance and develop their reflective and interpersonal skills and enhance their communication (oral and written), presentations, information handling, problem solving, team-working, and the use of information technology. Students will learn to work independently, under time pressures, and will learn to set priorities and manage their time in order to meet strict deadlines. The final element in the programme is a self-directed project relevant to their studies of International Human Resource Management.

Module information

The programme comprises of 180 credits, allocated across a range of compulsory and optional modules. Compulsory modules are listed.

Compulsory modules

Module	Name	Credits	Level
MMM001	International Strategic Management	20	M
MMM027	Designing Organisations	20	M
MMM048	Managing People and Organisations	20	M
MMM070	Study and Research Skills: Sources, Methods, and Practice	0	M
MMM079	Comparative Human Resource Management	20	M
MMM080	Managing Transformation	20	M
MMM081	International Human Resource Management	20	M
MMM122	Principles of Human Resource Management	20	M

In addition students must choose 40 credits of optional modules from a list supplied by Henley Business School. This must include either a 20 credit Project or a 40 credit Dissertation.

PATHWAYS

N/A

Part-time or flexible modular arrangements

This programme is available for full time study only.

Additional costs of the programme

An overseas trip is offered alongside module MMM080. The majority of the costs for this are borne by the Business School, but some personal spending will be required.

There are textbooks which you are required to purchase and students are encouraged to discuss with the module convenor. Some books may be available second-hand, which will reduce costs.

A range of resources to support your curriculum, including textbooks, electronic resources and computer facilities, are available through the Central Library and the Business School Academic Resource Centre.

Printing and photocopying facilities are available on campus at a cost per A4 page of £0.05 (black and white) and £0.30 (colour). Essential costs in this area will be low as most coursework is submitted electronically. Costs are indicative and may vary according to optional modules chosen and are subject to inflation and other price fluctuations.

Optional modules

The optional modules available can vary from year to year. An indicative list of the range of optional modules for your Programme is set out in the Further Programme Information.

Details of any additional costs associated with the optional modules, will be made available to you prior to the beginning of the programme. Entry to optional modules will be at the discretion of the University and subject to availability. Although the University tries to ensure you are able to take the optional modules in which you have expressed interest this cannot be guaranteed.

Placement opportunities

The international dimension of this programme is important, and all students will have the opportunity to undertake some portion of their studies outside the UK in the form of an international study visit.

Study abroad opportunities

Teaching and learning delivery

Teaching is organised in modules. The method of delivery varies between modules, especially in terms of the proportion of time allocated to lectures, seminars and case studies.

Total study hours for your programme will be 1800 hours. The contact hours for your programme will depend upon your module combination; an average for a typical set of modules on this programme is 290 hours.

In addition to your scheduled contact hours, you will be expected to undertake guided independent study. Information about module contact hours and the amount of independent study which a student is normally expected to undertake for a module is indicated in the relevant module description.

Accreditation details

Students who join the CIPD at the beginning of the programme and successfully complete all the requirements of the MSc International HRM, in addition to the requirements listed below, will be conferred the status 'Associate CIPD'.

As well as meeting the requirements for the MSc IHRM any student seeking CIPD membership must achieve a minimum mark of 50% in the core modules of MMM079, MMM080, MMM081, MMM122, and either MMM082 (project) or MMM089 (dissertation).

Assessment

With the exception of the project and dissertation modules, all modules are assessed though a combination of methods: a written exam and coursework that can take a variety of forms. All students enrolled on a module study the same materials and sit the same examinations. Further information is contained in the individual module descriptions.

Progression

Part-time and modular progression requirements
N/A

Classification

The University's taught postgraduate marks classification is as follows:

Mark Interpretation

70 - 100% Distinction

60 - 69% Merit

50 - 59% Good standard (Pass)

Failing categories:

40 - 49% Work below threshold standard

0 - 39% Unsatisfactory Work

For Masters Degree

To qualify for **Distinction**, students must

   i.   gain an overall average of 70 or more over 180 credits; and
   ii. a mark of 60 or more for the dissertation; and
   iii. the total credit value of all modules marked below 50 must not exceed 55 credits; and
   iv. students must not have any mark below 40.

To qualify for **Merit**, students must

   i.   gain an overall average of 60 or more over 180 credits; and
   ii. a mark of 50 or more for the dissertation; and
   iii. the total credit value of all modules marked below 50 must not exceed 55 credits; and

iv.   students must not have any mark below 40.

To qualify for **Passed**, students must

    i.   gain an overall average of 50 or more over 180 credits; and
    ii.   a mark of 50 or more for the dissertation; and
    iii.   the total credit value of all modules marked below 50 must not exceed 55 credits; and
    iv.   the total credit value of all modules marked below 40 must not exceed 30 credits.

    i.   In addition, for all classifications above, students must obtain a mark of at least 40% in MMM122, MMM079, MMM080, MMM081 and MMM082.

As well as meeting the requirements for the MSc IHRM any student seeking CIPD membership must achieve a minimum mark of 50% in the core modules of MMM079, MMM080, MMM081, MMM122, MMM082 (project) or MMM089 (dissertation).

For PG Diploma

To qualify for **Distinction**, students must

    i.   gain an overall average of 70 or more over 120 credits; and
    ii.   In addition, the total credit value of all modules marked below 50 must not exceed 55 credits; and
    iii.   students must not have any mark below 40.

To qualify for **Merit**, students must

    i.   gain an overall average of 60 or more over 120 credits; and
    ii.   the total credit value of all modules marked below 50 must not exceed 55 credits; and
    iii.   students must not have any mark below 40.

To qualify for **Passed**, students must

i. gain an overall average of 50 or more over 120 credits; and
ii. the total credit value of all modules marked below 50 must not exceed 55 credits; and
iii. the total credit value of all modules marked below 40 must not exceed 30 credits.

For PG Certificate

To qualify for a **Postgraduate Certificate**, students must

i. gain an overall average of 50 or more over 60 credits; and
ii. the total credit value of all modules marked below 40 must not exceed 10 credits.

For further information about your Programme please refer to the Programme Handbook and the relevant module descriptions, which are available at http://www.reading.ac.uk/module/. The Programme Handbook and the relevant module descriptions do not form part of your Terms and Conditions with the University of Reading.

MSc in International Human Resource Management (full-time) for students entering in session 2020/21
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