

## Programme Specification

MSc in International Human Resource Management (full-time)

PFTZINTHRMHM

For students entering in 2023/24

**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 international human resource management. 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 study, research and reading of academic literature. Students are expected to take personal responsibility and show initiative in developing their knowledge and understanding of the field of study. By demonstrating independent study skills, students 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 relevant technical areas. In addition to the development of a strategic awareness students will also learn about various elements of HRM practice, notably: training and development; recruitment and selection; talent management; performance management and reward. Students will be equipped with a range of analysis/diagnostic tools to support their awareness of context. 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, analysis, problem solving, team-working, and the use of information technology. Students will learn to work independently, under time pressures, and will need 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 study 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 below.

### Compulsory modules

Module	Name	Credits	Level
MMM001	International Strategic Management	20	M
MMM048	Managing People and Organisations	20	M
MMM070	Study and Research Skills: Sources, Methods, and Practice	0	M
MMM080	Managing Transformation	20	M
MMM081	International Human Resource Management	20	M
MMM122	Principles of Human Resource Management	20	M
MMM132	Career and Professional Development	0	M
MMM157	Ethical and Responsible Management & International Corporate Responsibility	20	M

Students will typically complete a 20 credit Project module in the Summer Term and will select 40 credits of optional modules from a list supplied by Henley Business School.

Alternatively, students may choose a 40 credit Dissertation and will select one 20 credit optional module. Students considering the Dissertation option should discuss this with the Programme Director during the Autumn Term.

### Part-time or flexible modular arrangements

This programme is available for full time study only.

### Additional costs of the programme

Where possible Study visits are included to support the link between theory and practice. The majority of the costs for study visits this are borne by the Business School, but some personal spending money will be required, particularly if the study visit is overseas.

There are textbooks which you are required to purchase and students will be directed to these by the module convenors. 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 can take your preferred optional module this cannot be guaranteed.

### **Placement opportunities**

The international dimension of this programme is important, and all students will have the opportunity to consider how aspects of HRM are operationalised in locations outside of the UK.

### **Study abroad opportunities**

N/A

### **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 and the CIPD will be eligible for the status 'Associate CIPD'.

All Henley Business School programmes are accredited by the EFMD Quality Improvement System and the Association to Advance Collegiate Schools of Business (AACSB).

### **Assessment**

With the exception of the project all modules are assessed through a combination of methods that can take a variety of forms and may include examinations or coursework. All students enrolled on a module study the same materials and complete the same assessments. 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.

As well as meeting the requirements for the MSc IHRM any student seeking CIPD membership must pass all modules which are mapped to the CIPD profession map with a mark of at least 50%. These modules are:

MMM048	Managing People and Organisations
MMM080	Managing Transformation
MMM081	International Human Resource Management
MMM122	Principles of Human Resource Management
MMM157	Business Ethics & International Corporate Responsibility
MMM165 OR MMM089	Applied Project in People Management OR 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.

As well as meeting the requirements for the PG Diploma IHRM any student seeking CIPD membership must pass all modules which are mapped to the CIPD profession map with a mark of at least 50%. These modules are:

MMM048	Managing People and Organisations
MMM080	Managing Transformation
MMM081	International Human Resource Management
MMM122	Principles of Human Resource Management
MMM157	Business Ethics & International Corporate Responsibility
MMM165 OR MMM089	Applied Project in People Management OR Dissertation

*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 2023/24

15 July 2022

© The University of Reading 2022