

THE UNIVERSITY OF MANCHESTER
Postgraduate Programme Specification

1. GENERAL INFORMATION

Award	Programme Title	Duration	Mode of study
MSc	Human Resource Management and Industrial Relations	12 months	Full Time - Taught and examination
PgDip	Human Resource Management and Industrial Relations (Exit award based on credit accumulation)		
PgCert	Human Resource Management and Industrial Relations (Exit award based on credit accumulation)		

School	Alliance Manchester Business School
Faculty	Humanities
Awarding Institution	University of Manchester
Programme Accreditation	Chartered Institute of Personnel and Development Economic and Social Research Council RT accredited status for the MSc Human Resource Management and Industrial Relations
Relevant QAA benchmark(s)	

2. AIMS OF THE PROGRAMME(S)

The programme aims to:

01.	To provide a basic theoretical foundation for the study of human resource management and industrial relations as well as a more contemporary analysis of changing employment practices both in the UK and international settings.
02.	To give students a grounding in research methods, including techniques of data collection and analysis, so that they can apply those methods appropriately either in the business world or in academic-based research.
03.	To equip students with competencies in various practical key skills that are required in their future careers and are sought after by employing organisations.
04.	To provide a strong platform for subsequent doctoral work.

3. INTENDED LEARNING OUTCOMES OF THE PROGRAMME(S)

A. Knowledge & Understanding	
Students should be able to:	
A1.	Make a critical analysis of the theories and disciplines which underpin an understanding of human resource management and industrial relations.
A2.	Understand the practical use of human resource management theory and analysis, and the different types of research methodologies that can be employed in the

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	research of human resource management, including both quantitative and qualitative methods.
A3.	Understand employment practices via a UK and, where possible, an international perspective, to teaching and research consistent with the Alliance Manchester Business School's objective of emphasising and developing the international aspects to its teaching and research.
A4.	Explain the reasons for the adoption and impact of different HRM/IR systems, policies and processes across different kinds of organisations in varying international contexts



Learning & Teaching Processes (to allow students to achieve intended learning outcomes)
All course units combine lectures with seminars, debates, problem-solving work, class discussions and, where appropriate, student presentations of group projects. Course work is marked and feedback given in writing and orally if needed. This 'interactive' style facilitates the integration of transferable skills into the curricula of each course unit and the latter features in the assessments of coursework. A significant part of the assessment of outcomes is conducted through the dissertation project, which reports on a research project spanning almost six months.



Assessment (of intended learning outcomes)
Assessment is by written examinations and coursework.

B. Intellectual Skills
Students will/should <i>(please delete as appropriate)</i> be able to:
B1. Assess and evaluate organisational policies and practices in human resource Management, industrial relations and wider business decisions.
B2. Use statistics and case studies as sources of data in social sciences, and explore the differences between facts in social sciences and in natural sciences.
B3. Develop qualitative and quantitative research skills in human resource management and employment related issues.
B4. Understand research design and strategy, formulate research questions and collect, analyse and interpret data.
B5. Evaluate critically published research reports.



Learning & Teaching Processes
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Assessment

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C. Practical Skills	
Students will/should (please delete as appropriate) be able to:	
C1.	Communicate effectively through oral presentations, with the use of appropriate Audio-visual aids.
C2.	Write effectively for different audiences including essays in academic style and, in some cases, reports for business organisations. Function independently in research and project management.
C3.	Work effectively as a member of a team, in some cases adopting different team roles as necessary.
C4.	Use computer technology to support the collection, analysis and dissemination of knowledge, including the internet.
C5.	Prioritise their activities appropriately and manage their time effectively.
↓	↑
Learning & Teaching Processes	Assessment

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<p>All course units combine lectures with seminars, debates, problem-solving work, class discussions and, where appropriate, student presentations of group projects. Course work is marked and feedback given in writing and orally if needed. This 'interactive' style facilitates the integration of transferable skills into the curricula of each course unit and the latter features in the assessments of coursework. A significant part of the assessment of outcomes is conducted through the dissertation project, which reports on a research project spanning almost six months.</p>	→	<p>Assessment is by written examinations and coursework.</p>

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D. Transferable Skills and Personal Qualities	
Students will/should <i>(please delete as appropriate)</i> be able to:	
D1.	Communicate effectively through oral presentations, with the use of appropriate audio-visual aids.
D2.	Write effectively for different audiences including essays in academic style and, in some cases, reports for business organisations. Function independently in research and project management.
D3.	Work effectively as a member of a team, in some cases adopting different team roles as necessary.
D4.	Use computer technology to support the collection, analysis and dissemination of knowledge, including the internet.
D5.	Prioritise their activities appropriately and manage their time effectively.



Learning & Teaching Processes
All course units combine lectures with seminars, debates, problem-solving work, class discussions and, where appropriate, student presentations of group projects. Course work is marked and feedback given in writing and orally if needed. This 'interactive' style facilitates the integration of transferable skills into the curricula of each course unit and the latter features in the assessments of coursework. A significant part of the assessment of outcomes is conducted through the dissertation project, which reports on a substantial research project spanning almost six months.



Assessment
Assessment is by written examinations and coursework.

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4. THE STRUCTURE OF THE PROGRAMME(S)

Programme structure and credits	Credits
Students study SEVEN Core course units and choose ONE optional unit from either the first or second semester	
Semester One	
Core Modules BMAN 60261 Research Methods for Organisations BMAN 70051 Multinational and Comparative Employment Systems BMAN 70231 HRM: Strategy and Practice BMAN 72391 Industrial Relations BMAN 72180 CIPD and Related Work (no credits attached to this module – compulsory)	15 15 15 15
Optional Units BMAN 71911 Comparative Industrial Relations	15
Semester Two	
Core Units BMAN TBA International and Comparative Employment Regulation and Law BMAN 71242 HRM: Context and Organisation BMAN 72382 Employment Policy and Practice BMAN 72180 CIPD and Related Work (no credits attached to this module – compulsory)	15 15 15
Optional Units BMAN 60992 International Human Resource Management	15
Semester Three	
BMAN 61042 Dissertation Candidates who satisfy the examiners in the examinations are permitted to proceed to the dissertation, satisfactory completion of which leads to the award of the degree of MSc. Full details of the marking arrangements and criteria used by the Board of Examiners are given in the Programme Handbook issued to each student at the beginning of the programme.	60

5. STUDENT INDUCTION, SUPPORT AND DEVELOPMENT (in order to deliver the intended learning outcomes, including dissertation support and guidance)

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Induction

All students attend an initial, week-long, induction when they are welcomed, registered, provided with information and advice about a wide range of matters (library and IT facilities, channels of communication, learning resources, student support services, student representation in the committee structure, etc.), and receive introductory lectures on generic issues relating to their postgraduate studies.

Programme handbooks

All students access the Online Programme Handbook on arrival. This includes comprehensive information on all aspects of the programme, and has specific advice on the dissertation process and the support available. The handbook also contains practical information about the Manchester Accounting and Finance Group, Alliance Manchester Business School and the Faculty of Humanities. All information is also available on the web and intranet sites for AMBS and the Faculty of Humanities.

Support

There is a Programme Director and a Programme Administrator. The Programme Director reviews student progress and students are encouraged to contact the Programme Director or PG Administrator should they need academic guidance or to discuss issues of a personal nature. Students are encouraged to make full use of the University support services, including the accommodation services, the Careers Service, the Office of Student Support and Services, the Student Services Centre—full details are in the programme handbook.

Students have the opportunity to undertake a 'Managing Skills for your Career' personal development plan. Managing Skills for your Career' is a structured and supported process undertaken by an individual to reflect upon their learning, performance and achievement and to plan for their personal, educational and career development. The primary objective of MSC is to improve the capacity of individuals to understand what and how they are learning, and to review, plan and taken responsibility for their own learning.

IT support

Postgraduate students have access to several dedicated clusters of PCs in AMBS, as well as several other clusters across the University.

Student representation

Student representatives and staff teaching on the programme are invited to attend meetings of the Divisional Programme Committee. The Students' Union offers training and support for students in this role. These meetings review, amongst other things, teaching issues. An Annual Programme Review is conducted in the second semester, with particular attention paid to assessments of the Programme's aims and learning outcomes and the extent to which stated aims are being achieved.

Overseas students

We encourage overseas students to attend English Language courses provided by the University Language Centre. AMBS also has an International Society providing peer support for overseas students and international students on this programme are eligible to join.

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To add further columns, sit in A5, B5, C5, or D5. Select **Insert** from the **Table** menu, select **Columns to the Right**. To add more rows, before you've filled in the final row of the year, sit in the final row, select **Insert** from the **Table** menu, select **Rows above**. To delete a column, sit in the column you want to delete, select **Delete** from the **Tables** menu and select **Columns**. To delete a row sit in the row you want to delete, select **Delete** from the **Tables** menu and select **Rows**.

6. CURRICULUM MAP OF COURSE UNITS AGAINST INTENDED LEARNING OUTCOMES OF THE PROGRAMME

HUMAN RESOURCE MANAGEMENT AND INDUSTRIAL RELATIONS

Course Unit Title and Code (including dissertations and other programme components)			Knowledge & Understanding				Intellectual Skills					Practical Skills					Transferable Skills & Personal Qualities				
Code	Course Unit title	C/O	A1	A2	A3	A4	B1	B2	B3	B4	B5	C1	C2	C3	C4	C5	D1	D2	D3	D4	D5
BMAN 70231	HRM 1: Strategy and Practice	C	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A
BMAN 71241	HRM 2: Context and Organisation	C	D, A	D, A	D, A		D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A
BMAN 70072	Industrial Relations	C	D, A	D, A	D, A		D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A
BMAN 70181	Research Methods for Organisations (RM 2)	C	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A
BMAN 70041	Employment Policy and Practice	C	D, A	D, A	D, A		D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A
BMAN 70052	Multinational and Comparative Employment Systems	C	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A
BMAN TBA	International and Comparative Employment Regulation and Law	C	D, A	D, A	D, A		D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A
BMAN 71911	Comparative Industrial Relations	O	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A
BMAN 60992	International Human Resource Management	O	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A
BMAN 61042	MSc Dissertation	C	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A	D, A

Legend for cells

D = intended learning outcomes of the programme are taught or developed by students within this course unit
A = intended learning outcomes of the programme are assessed within this course unit

C = compulsory course unit
O = optional course unit

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7. CRITERIA FOR ADMISSION

Candidates must be able to satisfy the general admissions criteria of the University and of the School in at least one of the following ways:

Students are expected to hold a 2:1 Honours Degree/GPA of 3.2 or higher (or equivalent), although those with experience in the human resource area may be admitted with a lower class of degree. Non-EU overseas applicants are normally expected to have a GMAT score of 600+, TOEFL of 6+125Q* (minimum 260 computer-based) or IELTS of 7.0+. In addition to a good academic record, students are also expected to display a keen awareness of issues in the subject area and a commitment to the field of human resource management and industrial relations. Those applying for the MSc International Human Resource Management and Comparative Industrial Relations programme would be expected to demonstrate an awareness of and interest in comparative and international issues. This is usually provided in a personal statement by the applicants as to why they would like to participate in the programme and why they consider themselves suitable candidates. Two references are required for each candidate.

8. PROGRESSION AND ASSESSMENT REGULATIONS

The programme will follow university regulations which can be found at [Regulations/Academic-related regulations | Postgraduate Degree Regulations | The University of Manchester](#)

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