

PROGRAMME AIMS AND LEARNING OUTCOMES

The programme aims to:

- 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.
- To give students 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.
- To equip students with competencies in various practical key skills required in their future careers and are sought after by employing organisations.
- To provide a strong platform for subsequent doctoral work.

Intended Learning Outcomes of the Programme

A. Knowledge & Understanding

Students should be able to:

- Make a critical analysis of the theories and disciplines that underpin an understanding of human resource management and industrial relations.
- Practically use human resource management theory and analysis and the different types of research methodologies that can be employed in the research of human resource management, including both quantitative and qualitative methods.
- Understand employment practices via a UK and, where possible, an international perspective, to teaching and research.

B. Intellectual Skills

Students should be able to:

- Assess and evaluate organisational policies and practices in Human Resource Management and in wider business decisions.
- 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.
- Develop qualitative and quantitative research skills in human resource management and employment related issues.
- Understand research design and strategy, formulate research questions and collect, analyse and interpret data.

- Evaluate critically published research reports.

C. Practical Skills

Students should be able to:

- Communicate effectively through oral presentations, with the use of appropriate audio-visual aids.
- 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.
- Work effectively as a member of a team, in some cases adopting different team roles as necessary.
- Use computer technology to support the collection, analysis and dissemination of knowledge, including the Internet.
- Prioritise their activities appropriately and manage their time effectively.

D. Transferable Skills and Personal Qualities

Students should be able to:

- Communicate effectively through oral presentations, with the use of appropriate audio-visual aids.
- Write effectively for different audiences including essays in academic style and, in some cases, reports for business organisations. Function independently in research and in project management situations.
- Work effectively as a member of a team, in some cases adopting different team roles as necessary.
- Use computer technology to support the collection, analysis and dissemination of knowledge, including the Internet.
- Prioritise their activities appropriately and manage their time effectively.