

MASTER'S DEGREE IN HRM – AWARDED BY UNIVERSITY OF NORTHAMPTON UK

PROGRAMME STRUCTURE

MODULE 1 HR MANAGEMENT IN CONTEXT

On successful completion of this module the learner will be able to:

1. Understand modern organizations, their environment and changing nature of contemporary HRM
2. Analyse managerial and business environment of the organization
3. Describe the relationship between organizational & HR strategies with internal and external environmental factors
4. Analyse how organizational leaders and the HR function respond to market and competitive environment
5. Understand the impact of globalization and international forces on organizational and HR strategies & HR practices
6. Understand the impact of demographical, social & technological trends on HR strategies & HR practices
7. Understand the impact of government policy and legal regulation on HR strategies and HR practices

MODULE 2 LEADING, MANAGING AND DEVELOPING PEOPLE

On successful completion of this module the learner will be able to:

1. Evaluate main contemporary research and debates in HRM and HRD fields
2. Analyse major motivation, commitment & engagement theories at work and practical application of these theories
3. Evaluate the characteristics of effective leadership and leadership development methods
4. Understand how to promote a flexible working environment & effective change management practices
5. Identify the aims, objectives and practices of the HRM and HRD functions
6. Evaluate the contribution made by HRM and HRD specialists in different types of organizations
7. Promote professionalism and an ethical approach to HRM and HRD practice in organizations

MODULE 3 DEVELOPING SKILLS FOR BUSINESS LEADERSHIP

On successful completion of this module the learner will be able to:

1. Manage yourself more effectively at work
2. Manage interpersonal relationships at work
3. Solve problems more effectively by making sound and justifiable decisions
4. Influence and lead others more effectively
5. Interpret and manage financial information and financial resources
6. Demonstrate enhanced IT proficiency
7. Demonstrate an essential people management skill set
8. Demonstrate competence in postgraduate study skills

MODULE 4 INVESTIGATING A BUSINESS ISSUE FROM AN HR PERSPECTIVE

On successful completion of this module the learner will be able to:

1. Identify and justify a suitable business issue that is of strategic relevance to the organization.
2. Design a research strategy, analyse existing literature, contemporary HR policy & practices relevant to the chosen issue.
3. Compare and contrast the relative merits of different research methods and their relevance to different situations.
4. Undertake a systematic analysis of quantitative and/ or qualitative information and present the results in a clear and consistent format.
5. Formulate conclusions and recommendations for improvement/development supported by an implementation plan based on a cost-benefit analysis.
6. Develop and present a persuasive business report.
7. Write a reflective account of what has been learned during the project and how this can be applied in the future.

MODULE 5 RESOURCING AND TALENT MANAGEMENT

On successful completion of this module the learner will be able to:

1. Evaluate major features of national and international employment markets
2. Play a leading role in the development of resourcing and talent management strategies, diversity management and flexible working initiatives
3. Manage recruitment, selection and induction processes efficiently, effectively and professionally
4. Undertake long and short term talent planning and succession planning exercises to build long term organizational performance
5. Analyse employee turnover as the basis for developing strong staff retention strategies
6. Manage retirement, redundancy and dismissal practices efficiently in accordance with the law, ethical and professional practice

MODULE 6 REWARD MANAGEMENT

On successful completion of this module the learner will be able to:

1. Analyse the relationship between the environment, strategy and systems of reward management
2. Explore conceptual and theoretical debates informing reward management
3. Discuss traditional, contingent and knowledge bases for transactional and relational rewards
4. Design internally consistent reward structures
5. Analyse executive and expatriate rewards in an international context
7. Evaluate major issues in reward management

MODULE 7 LEARNING AND TALENT DEVELOPMENT

On successful completion of this module the learner will be able to:

1. Evaluate the formulation and implementation of processes of learning and talent development strategies
2. Evaluate the potential and appropriateness of a range of learning and talent development strategies, policies and methods
3. Initiate the development and implementation of learning and talent development strategies interventions and activities
4. Work effectively with key internal and external partners and stakeholders to diagnose and manage learning and talent development
5. Assess the role and influence the politics of learning and talent development policy and practice in a range of contexts
6. Demonstrate commitment to diversity in learning and talent development and continuous personal and professional development

MODULE 8 KNOWLEDGE MANAGEMENT AND ORGANIZATIONAL LEARNING

On successful completion of this module the learner will be able to:

1. Evaluate the meanings to the concepts of knowledge management and organizational theories
2. Analyse a range of applications of the concepts in organizational practices
3. Design and develop organization based knowledge management strategies and programs
4. Manage the implementation of knowledge management strategies and processes to support and facilitate organizational learning
5. Act ethically and professionally with a demonstrated commitment to continuous personal and professional development

RESEARCH STAGE OF THE MA – HRM FROM UNIVERSITY OF NORTHAMPTON, UK

'Research Methods and Dissertation' module.

The programme is structured to allow you to study research methods initially before writing a research proposal which will outline your research objectives and how you will achieve them.

You will conduct the research with assistance and supervision of a Supervisor appointed by HRMI. You will study research methods and be introduced to online exercises, activities and guided reading and advice.

Research Proposal

Once your proposal has been submitted you will receive feedback from a supervisor who will then discuss with you what changes and refinements - if any - are required. Your supervisor is available to guide you through the minefield of research and to act as a support and mentor. Once your research aims, objectives and strategies have been agreed with your supervisor you will be able to begin the next stage of your dissertation which is searching for suitable academic literature culminating in the submission of a Literature Review.

Dissertation

The dissertation allows you to demonstrate the ability to investigate and diagnose a 'live' human resource issue or problem, to collect and analyse relevant data, to derive supportable conclusions and make recommendations for change and improvement. The dissertation can adopt either a theoretical or empirical perspective.

The dissertation should demonstrate the following characteristics;

- Mastery of the complex area of knowledge and skills of Strategic HRM
- Understanding of the principles of the subject matter being investigated
- Expertise in specialised and advanced technical, professional and research skills
- Design and application of appropriate research methodology
- Examination through secondary and/or primary data of alternative solutions to the problem/issue being investigated
- A critical, evaluative approach
- Ability to draw relevant conclusions and make relevant, feasible recommendations
- Clear, coherent and logical communication of research findings and conclusions

Accurate referencing is an important aspect of the dissertation and you should ensure that you reference source material accurately and consistently using the Harvard system.