



LEEDS  
BECKETT  
UNIVERSITY

# Course Specification

**MSc Human Resource  
Management Top-up**

**Course Code: MTHRM**

**2024/25**

# MSc Human Resource Management Top-up (MTHRM)

## Material Information Summary for 2024/25 Postgraduate Applicants

Confirmed Jan 2024

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### General Information

<b>Award</b>	Master of Science Human Resource Management (Top-up)
<b>Contained Awards</b>	N/A
<b>Awarding Body</b>	Leeds Beckett University
<b>Level of Qualification &amp; Credits</b>	Level 7 of the Framework for Higher Education Qualifications, with 60 credit points at Level 7 of the Higher Education Credit Framework for England
<b>Course Lengths &amp; Timescales</b>	<p>Start dates will be notified to students via their offer letter. The length and mode of delivery of the course is confirmed below:</p> <p>1 calendar year (part-time, campus based, Sept &amp; Jan entry)</p>
<b>Part Time Study</b>	The course is delivered on a part-time basis only.
<b>Location(s) of Delivery</b>	<p>City Campus, Leeds</p> <p>Some sessions may be delivered online or at Headingley campus, as appropriate</p>
<b>Entry Requirements</b>	<p>Admissions criteria are confirmed in your offer letter. Details of how the University recognises prior learning and supports credit transfer are located here: <a href="https://www.leedsbeckett.ac.uk/student-information/course-information/recognition-of-prior-learning/">https://www.leedsbeckett.ac.uk/student-information/course-information/recognition-of-prior-learning/</a></p> <p>Admissions enquiries may be directed to: <a href="mailto:AdmissionsEnquiries@leedsbeckett.ac.uk">AdmissionsEnquiries@leedsbeckett.ac.uk</a>.</p>
<b>Course Fees</b>	Course fees and any additional course costs are confirmed in your offer letter. Fees enquiries may be directed to <a href="mailto:Fees@leedsbeckett.ac.uk">Fees@leedsbeckett.ac.uk</a> .

## Timetable Information

Timetables for Semester 1 will be made available to you during Welcome week via:

- i) The Student Portal (MyBeckett)
- ii) The Leeds Beckett app

Any difficulties relating to timetabled sessions may be discussed with your Course Administrator.

## Policies, Standards and Regulations ([www.leedsbeckett.ac.uk/public-information](http://www.leedsbeckett.ac.uk/public-information))

There are no additional or non-standard regulations which relate to your course.

## Key Contacts

<b>Your Course Director</b>	Christine Daley <a href="mailto:c.daley@leedsbeckett.ac.uk">c.daley@leedsbeckett.ac.uk</a>
<b>Your Academic Advisor</b>	Christine Daley
<b>Your Course Administrator</b>	Norma Cannonier, <a href="mailto:hrmcoursesadmin@leedsbeckett.ac.uk">hrmcoursesadmin@leedsbeckett.ac.uk</a>

## Professional Accreditation or Recognition Associated with the Course

*This Top Up course is not CIPD accredited.*

**Professional Body**                      The Chartered Institute of Personnel and Development

### Accreditation Summary

Leeds Beckett University is a CIPD accredited centre. The course is not mapped to CIPD standards as students eligible for the MSc HRM (Top-Up) will normally have completed the Postgraduate Diploma in Human Resource Management which itself confers eligibility for Associate Membership of the Chartered Institute of Personnel and Development at Level 7. This is the CIPD's highest level of academic qualification and a significant steppingstone for those seeking to advance their HR career and achieve CIPD Chartered Member and Chartered Fellow status. Therefore, this course demonstrates your dedication to further enhancing your industry expertise and credibility by completing a significant research project.

## **Course Overview**

### **Aims**

The course aims to further develop critical, ethical, agile, competent, resilient and reflective HR practitioners who can perform effectively, with sensitivity to diversity and equality across a range of business environments in varied sectors and regions in UK and global contexts, thus demonstrating the capabilities required for professionals in the field of people management and development. The course seeks to facilitate the further knowledge and understanding of a broad range of inclusive people management, managerial and business principles and practices, as well as the development of related skills and competencies. This will enable creative problem-solving using sophisticated judgment in the absence of complete data.

The aims of the course reflect the requirements of the University, the Chartered Institute of Personnel and Development (CIPD) and the Quality Assurance Agency for Higher Education (QAA). The QAA works with universities to ensure the quality of the student experience and this course meets the QAA Subject Benchmark Statement for master's degrees in Business and Management.

The MSHRM Top Up is primarily aimed at students from home and overseas who wish to further develop their academic capabilities and management aspirations to develop their career in the fields of human resource management.

Students join the programme with 120 credits credit points at Level 7 derived from completing a Postgraduate Diploma in HRM. They study the 60-credit Leadership, Governance and People Management Dissertation Project in order to attain the full 180 credits of a master's level qualification under the Higher Education Credit Framework for England.

## Course Learning Outcomes

At the end of the course, students will be able to:

1.	Evaluate, synthesise and apply advanced and contemporary themes, theory and techniques to a diverse range of complex and open-ended issues, problems and situations in the field of people management and development.
2.	Employ enhanced critical understanding of the strategic perspective of people management and development practice in external and internal business contexts, in UK and global environments, and make ethical and informed quantitative and/or qualitative judgements about solutions in the absence of complete data.
3.	Apply their enhanced knowledge and expertise in a specific area of people management, with a degree of creativity and transferable skills to organisational and professional settings with inclusivity, and sensitivity to equality, diversity, and culture.
4.	Learn independently and interdependently accepting responsibility for subsequent career and continuing professional development, demonstrating a critical, ethical, agile, responsible, resilient, and reflective approach to professional practice consistent with the standards of the CIPD at Level 7.
5.	Apply with a degree of creativity, sophistication and ethical oversight; intellectual, transferable and subject/ professional skills to a specific complex organisational problem and/or situation in the field of human resource management.
6.	Execute and deliver an applied research project, with due regard to ethical considerations, research philosophy and methodologies. This research project will seek to influence policy and practice within a professional people management and development context and add positively to the pool of established research into current HR related business issues.

## Teaching and Learning Activities

### Summary

The approach to learning and teaching is developed to meet the values and aims of the University's Education Strategy. The course is centred on professional development of students in line with the CIPD standards.

Our teaching and learning philosophy puts students at the centre of our activities, with a focus on interactive seminars rather than formal lectures. This provides a flexible, relevant and inclusive curriculum drawing on the varied experience of the students as key stakeholders in a knowledge sharing forum. Our teaching is informed by our academics' varied research and/or expert professional practice across a range of HR activity in UK, European and global organisational contexts. Guest lectures from accomplished professionals provide individual insight into the varied field of people management and other associated occupations. Our teaching is enriched by the diverse previous home, educational and workplace background of our students. Great

value is placed on individual insight, perspective and interest, regardless of prior experience or attainment. There is a strong focus on employability with a clear theme of applied learning.

As befits a postgraduate programme, there is also a clear emphasis on individual research and independent study, but the course team and individual academic's strong links with CIPD and the business community may provide mentoring, networking, research and employment opportunities to enhance the professional development of our students.

Our teaching and learning philosophy enables our students to be active participants in their learning journey.

Resource support is provided by module materials, reading and independent learning activities, which are accessible on My Beckett, the University's Virtual learning Environment (VLE).

Further, the programme may include students attending practitioner conferences, CIPD conferences and events and the Leeds Business School Guest Lecture programme, to share their knowledge with both practitioners and academic communities and celebrate their achievements.

You will be encouraged to make contributions based on evidence-based thinking from management science and practitioner experience. You will be supported to respond to challenges from those with opposing perspectives.

### Your Module

This information is correct for students progressing through the programme within standard timescales. Details of module delivery will be provided in your timetable.

#### Part-time September starters:

Level 7			
Semester 1	Core (Y/N)	Semester 2	Core (Y/N)
Leadership, Governance & People Management Dissertation Project (60 credits)			Y

#### Part-time January starters:

Level 7			
Semester 1	Core (Y/N)	Semester 2	Core (Y/N)
Leadership, Governance & People Management Dissertation Project (60 credits)			Y

## Assessment Balance and Scheduled Learning and Teaching Activities

The assessment balance and overall workload associated with this course has been reviewed and confirmed as representative by the Course Director.

A standard module at postgraduate level is worth 20 credits points at Level 7 and equates to 200 notional learning hours, which may comprise teaching, learning and assessment, and independent study. The Leadership, Governance and People Management Dissertation Project is a non-standard module. It is worth 60 credit points and equates to 600 notional hours.

### Assessment

The purpose of the assessment strategy is to enable students to demonstrate that they have fulfilled the learning outcomes of the course, achieving the standards required for the award of MSc HRM (Top-up). Assessment has been designed to ensure that students can demonstrate a thorough critical and analytical understanding of theoretical knowledge, concepts, and current practice and also evidence that a range of generic personal and core people management skills including communication, inclusivity and sensitivity to diversity, problem-solving and accountability have been developed throughout the course.

There is a very strong emphasis on formative assessment and feedback throughout the course. The student-centred approach to learning employed, ensures that there is discussion-based activity in every teaching session and students receive individual formative feedback on assignment drafts.

The Leadership, Governance and People Management Dissertation Project module runs for one calendar year commencing with taught classes in the first semester. During this semester, students receive tuition in research methods and receive dedicated one to one support in identifying and crafting their dissertation topic. From the beginning of the second semester, students work with their allocated supervisor to produce a proposal (worth 20% of module marks) and a thesis (80% of module marks). The submission of the thesis marks the end of the course.

### Workload

The number of hours of workload equates to a minimum of 600 for the MSc HRM (Top-up). Forty-eight hours of teaching, learning and assessment are provided for the module, with forty hours for teaching and an additional eight hours provided for supervision. Students are expected to devote a minimum of four hours to independent study for each hour of teaching.

Overall Workload	
Teaching, Learning and Assessment	48
Independent Study	552

### Learning Support

Learning support is built into the delivery of the course and arrangements will be communicated to you in the first teaching session, on the MyBeckett module site and in the module handbook. Your module tutors

will provide you with formative feedback on classroom and independent study activities. Your dissertation supervisor will provide formative feedback on draft assignments.

Further learning support is available via the Library. In addition to providing advice on accessing thousands of books, journals, research articles, and videos, our academic librarians can provide specialist, individualised support to students to help them identify appropriate HR resources for their studies. The Library's Skills for Learning Service provides study workshops available to all students on key skills such as essay writing, report writing and critical thinking. Online guides such as 'Quote, Unquote' (The University guide to the Harvard Referencing System) provide detailed advice and instruction.

Further academic and pastoral support is available from your course director and /or academic advisors through regular, scheduled one to one and ad hoc meetings on request. Your course administrator works closely with academic staff and can make referrals to teaching staff or to specialist professional services as appropriate. They can give you a confirmation of attendance letter, a transcript and provide advice on mitigation applications for students who are experiencing difficulties.

The postgraduate HRM academic and administrative team are a close-knit community of colleagues who work communally to support our students. We get to know you during your time on the course and work hard to provide individualised support.

Our Students' Union runs our course representative network. Your course reps are elected by you and they work with course directors to provide support and effect improvements to the course on a day to day and more strategic level.

Leeds Beckett Students' Union (LBSU) is a body independent of the University's management structure and it is run by elected officers from among the student cohort. In addition to the student society network, social events, and access to student discounts, LBSU provides impartial advice to students on academic appeals, housing, and student finance.

The course director, course administrator, academic librarian and LBSU officers are among the people you will meet at your University induction session, which takes place during the Student Welcome Week.

If you have a question or a problem relating to your course, your Course Administrator is there to help you. Course Administrators work closely with academic staff and can make referrals to teaching staff or to specialist professional services as appropriate. They can give you a confirmation of attendance letter, and a transcript. You may also like to contact your Course Rep or the Students' Union Advice team for additional support with course-related questions.

## **Student Services**

If you have any questions about life at University, call into our Student Services Centre at either campus or contact Student Advice directly. This team, consisting of trained officers and advisers are available to support you throughout your time here. They will make sure you have access to and are aware of the support, specialist services, and opportunities our University provides. They also work on a wide range of projects throughout the year all designed to enhance your student experience and ensure you make the most of your time with us. Student Advice are located in the Student Services Centre in the Leslie Silver Building at City Campus and on the ground floor of the Priestley Building at Headingley Campus. The team can also be



contacted via email at [studentadvice@leedsbeckett.ac.uk](mailto:studentadvice@leedsbeckett.ac.uk), telephone on 0113 812 3000, or by accessing our online chat link, available on the student homepage.

### **Support and opportunities**

Within MyBeckett you will see two tabs (Support and Opportunities) where you can find online information and resources for yourselves. The Support tab gives you access to details of services available to give you academic and personal support. These include Library Services, the Students' Union, Money advice, Disability advice and support, Wellbeing, International Student Services and Accommodation. There is also an A-Z of Support Services, and access to online appointments/registration.

The Opportunities tab is the place to explore the options you have for jobs, work placements, volunteering, and a wide range of other opportunities. For example, you can find out here how to get help with your CV, prepare for an interview, get a part-time job or voluntary role, take part in an international project, or join societies closer to home.

