



LEEDS  
BECKETT  
UNIVERSITY

# Course Specification

## Postgraduate Diploma Human Resource Management

Course Code: HRMPD

2026/27

# Postgraduate Diploma Human Resource Management (HRMPD)

## Material Information Summary for 2026/27 Applicants

Confirmed Nov 2025

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### General Information

<b>Award</b>	Postgraduate Diploma Human Resource Management
<b>Contained awards</b>	Postgraduate Certificate Human Resource Management
<b>Awarding body</b>	Leeds Beckett University
<b>Level of qualification and credits</b>	Level 7 of the Framework for Higher Education Qualifications, with 120 credit points at Level 7 of the Higher Education Credit Framework for England.
<b>Course lengths and standard timescales</b>	<ul style="list-style-type: none"><li>• 12 months (full time, campus based, September start)</li><li>• 16 months (full time, campus based, January start)</li><li>• 24 months (part time, campus based, September start)</li><li>• 26 months (part time, campus based, January start)</li></ul>
<b>Part time study</b>	PT delivery is usually at half the intensity of the FT equivalent course, although there may be flexibility to increase your pace of study to shorten the overall course duration. Some modules may be delivered in a different sequence from that defined within this information set but the modules offered within each level are consistent. Please note that a work placement option is not generally available to PT students.
<b>Location(s) of delivery</b>	The majority of teaching will be at City campus but on occasion may be at Headingley campus.
<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>	<p>Course fees are confirmed in your offer letter. A breakdown of any additional costs is included on the online prospectus entry for this course.</p> <p>Fees enquiries may be directed to <a href="mailto:Fees@leedsbeckett.ac.uk">Fees@leedsbeckett.ac.uk</a>.</p>

## **Policies, Standards and Regulations**

<https://www.leedsbeckett.ac.uk/our-university/public-information/academic-regulations/>

Standard regulations apply to this course. The Chartered Institute of Personnel and Development (CIPD) require you pass all modules on the course to be eligible for associate membership of the CIPD at Level 7 after course completion.

## **Professional Accreditation or Recognition Associated with the Course**

### **Professional body**

The Chartered Institute of Personnel and Development (CIPD)

### **Accreditation/recognition summary**

Leeds Beckett University is a CIPD accredited centre. Your course is mapped to CIPD Profession Map at Level 7 and the standards of the CIPD Advanced Diploma in Strategic People Management. Students who complete the Postgraduate Diploma in Human Resource Management (achieving a pass in all modules) are eligible 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 is a gateway to higher-level professional body membership and the commensurate career opportunities and enhanced learning potential that this brings. You are encouraged to join the CIPD at the start of your course and to maintain your membership throughout the programme of study.

## **Timetable**

Timetables for Semester 1 will be made available to students during induction 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.

## **Key Contacts**

**Your course director**

Christine Daley

**Your course administrator**

Norma Cannonier ([hrmcoursesadmin@leedsbeckett.ac.uk](mailto:hrmcoursesadmin@leedsbeckett.ac.uk))

## Course Overview

### Aims

The course aims to 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 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 PG Diploma in HRM is aimed at students from home and overseas who wish to enhance their academic capabilities and management aspirations and develop their career in the field of people management. Candidates with first degrees in any discipline are welcome. Candidates without a first degree, but with significant employment experience in HR may also join the programme under the Recognition of Prior Experiential Learning (RPEL) criteria. The diverse range of students' previous home, educational and workplace backgrounds is both accommodated and valued by the course team within an inclusive and equitable learning environment.

### 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	Demonstrate a 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 qualitative judgements about solutions in the absence of complete data.
3	Develop a depth and breadth of knowledge in 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 range of complex and open-ended organisational problems and situations.
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## 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 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 educational and workplace background of our students, who are drawn from the UK and other regions of the world. 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, so students will critically analyse the approach/practice of HR within genuine case examples, which may be drawn from academics' own experience or research, or from the course team's links with the business community.

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 the 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. This pedagogical strategy will enhance learning and foster a cohesive educational environment, conducive to you attaining the relevant key knowledge and behaviour standards of the CIPD Profession Map, in addition to knowledge of module content.

## Your modules

This information is correct for students progressing through the programme within standard timescales. Option modules listed are indicative of a typical year. There may be some variance in the availability of option modules. Students who are required to undertake repeat study may be taught alternate modules which meet the overall course learning outcomes. Details of module delivery will be provided in your timetable.

### Compulsory modules (full time, September start)

<b>Module title</b>	<b>Credits</b>	<b>Semester/ teaching period</b>
Work and Working Lives in Dynamic Business Contexts	20	1
Strategic People Management & Development	20	1
Resourcing, Rewarding and Sustaining Talent	20	2
Strategic Employment Relations	20	2
Skills for Ethical and Agile People Practice	20	YL
<i>Number of credits of compulsory modules</i>	100	

### Option modules

<b>Module title</b>	<b>Credits</b>	<b>Semester/ teaching period</b>
Advanced Employment Law	20	2
Equality, Diversity and Inclusion in the Workplace	20	2
Learning and Development for Sustainable Organisations	20	2
Wellbeing and the Working Life	20	2
<i>Number of credits of option modules a student should choose</i>	20	

Compulsory modules (part time, September start)

<b>Module title</b>	<b>Credits</b>	<b>Semester/ teaching period</b>
Strategic People Management & Development	20	Y1 S1
Work and Working Lives in Dynamic Business Contexts	20	Y1 S2
Resourcing, Rewarding and Sustaining Talent	20	Y1 S2
Skills for Ethical and Agile People Practice	20	Y1 YL & Y2 S1
Strategic Employment Relations	20	Y2 S1
<i>Number of credits of compulsory modules</i>	100	

Option modules

<b>Module title</b>	<b>Credits</b>	<b>Semester/ teaching period</b>
Advanced Employment Law	20	Y2 S2
Equality, Diversity and Inclusion in the Workplace	20	Y2 S2
Learning and Development for Sustainable Organisations	20	Y2 S2
Wellbeing and the Working Life	20	Y2 S2
<i>Number of credits of option modules a student should choose</i>	20	

Compulsory modules (full time, January start)

<b>Module title</b>	<b>Credits</b>	<b>Semester/ teaching period</b>
Resourcing, Rewarding and Sustaining Talent	20	1
Strategic Employment Relations	20	1
Strategic People Management & Development	20	2
Work and Working Lives in Dynamic Business Contexts	20	2
Skills for Ethical and Agile People Practice	20	YL
<i>Number of credits of compulsory modules</i>	100	

Option modules

<b>Module title</b>	<b>Credits</b>	<b>Semester/ teaching period</b>
Advanced Employment Law	20	1
Equality, Diversity and Inclusion in the Workplace	20	1
Learning and Development for Sustainable Organisations	20	1
Wellbeing and the Working Life	20	1
<i>Number of credits of option modules a student should choose</i>	20	

### Compulsory modules (part time, January start)

<b>Module title</b>	<b>Credits</b>	<b>Semester/ teaching period</b>
Strategic Employment Relations	20	Y1 S1
Strategic People Management & Development	20	Y1 S2
Work and Working Lives in Dynamic Business Contexts	20	Y1 S2
Skills for Ethical and Agile People Practice	20	Y1 & Y2 YL
Resourcing, Rewarding and Sustaining Talent	20	Y2 S2
<i>Number of credits of compulsory modules</i>	100	

### Option modules

<b>Module title</b>	<b>Credits</b>	<b>Semester/ teaching period</b>
Advanced Employment Law	20	Y2 S1
Equality, Diversity and Inclusion in the Workplace	20	Y2 S1
Learning and Development for Sustainable Organisations	20	Y2 S1
Wellbeing and the Working Life	20	Y2 S1
<i>Number of credits of option modules a student should choose</i>	20	

### Assessment and Scheduled Learning and Teaching Activities

The assessment balance and overall workload associated with this course are calculated from core modules and typical option module choices undertaken by students on the course. They have been reviewed and confirmed as representative by the Course Director, but applicants should note that the specific option choices students make may influence both assessment and workload balance.

A standard module equates to 200 notional learning hours, which may be comprised of teaching, learning and assessment, any embedded placement activities and independent study. Modules may have more than one component of assessment.

## Assessment

On this course, students are assessed predominantly by coursework with some practical assessments. Depending on the elective choice there may be some examinations.

## Workload

The number of hours of workload generally equates to 1800 for a Masters programme, corresponding to the national standard of 10 notional hours of learning for each UK HE credit point.

Overall Workload	Level 7
Teaching, learning and assessment	240 hours
Independent study	960 hours
Placement	N/A

# Postgraduate Diploma in Human Resource Management (HRMPD)

## *Information for Course Validation / Professional Body Accreditation*

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### **A: Course Rationale and Philosophy**

#### **Rationale**

Leeds Beckett University (and previously Leeds Polytechnic) has successfully offered courses of study in personnel management and human resource management for over forty years. A long and close relationship has existed between the University and the Chartered Institute of Personnel and Development (CIPD), the UK professional body for those working in the management and development of people. The quality of provision has been recognised by the CIPD through awarding the University the status of 'Accredited Centre'. This provision has provided the opportunity for students to obtain a qualification, which is in continuous demand by employers, and needed by professionals to enter, and/or to progress in the HR profession.

The CIPD is the professional body for HR and people development. It is based in the UK, but it operates globally. The CIPD's stated purpose and vision is to champion better work and working lives for everyone. People management and learning and development professionals are at the vanguard of this mission; shaping thinking, leading practice, and building capability within the profession. The programme structures and module specifications are underpinned by the CIPD Profession Map. The map is designed to set an international benchmark for the HR profession. This was developed following an extensive review of the global HR Profession and consultations with senior HR professionals across all main economic sectors, and a range of senior professionals and academics. The map is intended to be responsive to the changing needs of HR practitioners and other stakeholder bodies in the working environment and beyond.

The course is mapped to the Chartered Institute of Personnel and Development's (CIPD) Advanced Diploma in Strategic People Management standards. Graduates of the course are eligible for Associate Membership of the CIPD at Level 7. It is a requirement for those seeking the highest levels of CIPD membership (Chartered Member and Chartered Fellow), to be qualified at this level. This course therefore is a gateway to enhanced professional body membership and the commensurate promotion and earning potential this brings.

The course draws on the practitioner and research expertise of our teaching team, who work collaboratively with our students to ensure that our students gain essential knowledge and adopt key behaviours need to become a successful HR professional. Key core topics essential for an all-round HR practitioner are studied and students may choose an elective module tailored to their areas of interest, current or potential job role including wellbeing, employment law and diversity in the workplace. There is a strong emphasis on applying this knowledge with assessment built around organisational scenarios and real-life case studies.

The applied nature of this student-centred approach to learning with practical and reflective learning opportunities, will equip successful students with enhanced skills to enable their continued development whether within HRM / learning and development roles or in alternative career and life situations.

The course philosophy is to:

- Bring together an internationally diverse cadre of students and provide access to professional body status leading to a vibrant career in people management and development anywhere in the world.
- Equip students with intellectual and personal skills to enable lifelong learning and employability within an ever-changing business environment.
- Provide opportunities for collaborative and continuous professional development through applied practice and communities of learning.
- Combine research informed teaching and learning with the application of current HR practices to enhance conceptual and critical thinking and a proactive approach to learning.

## **B: Course Learning Outcomes**

### **Target Award: Postgraduate Diploma in Human Resource Management**

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.	Demonstrate a 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 qualitative judgements about solutions in the absence of complete data.
3.	Develop a depth and breadth of knowledge in 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 range of complex and open-ended organisational problems and situations.

## Contained Award: Postgraduate Certificate in HRM

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.	Demonstrate a 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 qualitative judgements about solutions in the absence of complete data.
3.	Develop a depth and breadth of knowledge in people management, with a degree of creativity and transferable skills to organisational and professional settings with inclusivity, and sensitivity to equality, diversity, and culture.

## C: Course Structure

### Full-time course structure – September starters:

Level 7			
Semester 1	Core (Y/N)	Semester 2	Core (Y/N)
Work and Working Lives in Dynamic Business Contexts (20 credits)	Y	Resourcing, Rewarding and Sustaining Talent (20 credits)	Y
Strategic People Management & Development (20 credits)	Y	Strategic Employment Relations (20 credits)	Y
		One of the following electives (all 20 credits)...	N
		Advanced Employment Law	
		Equality, Diversity and Inclusion in the Workplace	
		Learning and Development for Sustainable Organisations	
		Wellbeing and the Working Life	
Skills for Ethical and Agile People Practice (20 credits)			Y

**Part-time course structure September starters:**

<b>Level 7</b>			
<b>Year 1</b>			
<b>Semester 1</b>	<b>Core (Y/N)</b>	<b>Semester 2</b>	<b>Core (Y/N)</b>
Strategic People Management & Development (20 credits)	Y	Work and Working Lives in Dynamic Business Contexts (20 credits)	Y
		Resourcing, Rewarding and Sustaining Talent (20 credits)	Y
Skills for Ethical and Agile People Practice (20 credits)			Y
<b>Year 2</b>			
<b>Semester 1</b>	<b>Core (Y/N)</b>	<b>Semester 2</b>	<b>Core (Y/N)</b>
Strategic Employment Relations (20 credits)	Y	One of the following electives (all 20 credits)...  Advanced Employment Law  Equality, Diversity and Inclusion in the Workplace  Learning and Development for Sustainable Organisations  Wellbeing and the Working Life	N
Skills for Ethical and Agile People Practice (20 credits)	Y		

**Full-time course structure – January starters:**

<b>Level 7</b>			
<b>Semester 1</b>	<b>Core (Y/N)</b>	<b>Semester 2</b>	<b>Core (Y/N)</b>
Resourcing, Rewarding and Sustaining Talent (20 credits)	Y	Strategic People Management & Development (20 credits)	Y
Strategic Employment Relations (20 credits)	Y	Work and Working Lives in Dynamic Business Contexts (20 credits)	Y
One of the following electives (all 20 credits)...  Advanced Employment Law  Equality, Diversity and Inclusion in the Workplace  Learning and Development for Sustainable Organisations  Wellbeing and the Working Life	N		
Skills for Ethical and Agile People Practice (20 credits)			Y

**Part-time course structure, January starters:**

<b>Level 7</b>			
<b>Year 1</b>			
<b>Semester 1</b>	<b>Core (Y/N)</b>	<b>Semester 2</b>	<b>Core (Y/N)</b>
Strategic Employment Relations (20 credits)	Y	Strategic People Management & Development (20 credits)	Y
		Work and Working Lives in Dynamic Business Contexts (20 credits)	Y
Skills for Ethical and Agile People Practice (20 credits)			Y
<b>Year 2</b>			
<b>Semester 1</b>	<b>Core (Y/N)</b>	<b>Semester 2</b>	<b>Core (Y/N)</b>
One of the following electives (all 20 credits)...  Advanced Employment Law  Equality, Diversity and Inclusion in the Workplace  Learning and Development for Sustainable Organisations  Wellbeing and the Working Life	N	Resourcing, Rewarding and Sustaining Talent (20 credits)	Y
Skills for Ethical and Agile People Practice (20 credits)	Y		

**Notes on course structure:**

Skills for Ethical and Agile People Practice runs for two semesters for full-time students and three semesters for part-time students. Students attend three two-day intensive workshops over the duration of the module

All students who start their course in September undertake one elective module in their final semester of the course. Full-time students who start their course in January undertake their elective module in the first semester and must indicate their choice during the Student Welcome Week to enable timetabling. Therefore, in the applicant interview, in subsequent communication and at course induction, the course director ensures that applicants are fully briefed on option modules and are consequently able to make

considered and informed choices. Part-time students who start their course in January undertake one elective module in the first semester of the second year of their course.

## **D: Learning and Teaching**

### **Learning and Teaching Approaches**

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 and relevant curriculum drawing on the experience of the students as key stakeholders in the knowledge sharing approach. Our teaching is informed by research and/or expert professional practice with contributions from academics, and guest lectures from expert professionals in the field of people management and other attendant occupations. There is a strong focus on employability with a clear theme of applied learning so students will critically analyse the approach/practice of HR within genuine case examples. As befits a postgraduate programme there is also a clear emphasis on individual research and independent study. We expect our students to be active participants in their learning journey and not passive recipients.

### **Learning and Teaching Activities**

The course involves a range of different learning and teaching activities to provide a balance of activity and encourage engagement from students with a range of different learning preferences. At the beginning of the course, students attend a comprehensive two-day induction session which introduces them to the concepts of postgraduate study and the interactive, student centred approach to learning employed throughout the course. Module seminars involve a range of case studies, presentations, group work, individual research and theoretical input to provide an underpinning knowledge of key HR themes/concepts and issues. Students are given a choice of elective which enables them to direct their study in line with their personal interests. Learning and teaching activities for these electives vary on the content, but include activities such as board room discussions, critical evaluation of case studies, student-led presentations, debates and guest lectures.

### **Use of the Virtual Learning Environment**

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). All modules have a VLE site.

### **Use of Blended Learning**

In addition to the face to face seminars, students will be directed to a range of resources and recommended reading through the VLE site for each module. Due to the Covid-19 pandemic, all sessions were taught online from March 2020 and throughout the 2020/21 academic year. Therefore, tutors have become experienced in the design and development of materials for online and blended learning delivery. Sessions have been recorded and platforms such as Microsoft Teams and Collaborate have been used for teaching. Therefore,

moving forward, tutors will employ a varied portfolio of flexible approaches to delivery to meet course demands and student requirements.

### **E: Inclusive Assessment & Feedback Strategy**

As detailed elsewhere in this document, there is a very strong emphasis on formative assessment and feedback throughout the course. In each module, there are frequent integrated opportunities for formative feedback and a focus on reflective practice and learning. The student-centred approach to learning employed, ensures that their discussion-based activity in every teaching session and students will receive formative feedback on assignment drafts. Provision varies on a module by module basis, but arrangements are explained to students at the start of the module and in the module handbook.

### **F: Employability and Professional Context**

Leeds Beckett University is a CIPD accredited centre. The course is mapped to CIPD Profession Map at Level 7 and the standards of the CIPD Advanced Diploma in Strategic People Management. Students who complete the Postgraduate Diploma in Human Resource Management, (achieving a pass in all modules) are eligible 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 (possibly) Chartered Fellow status. Therefore, this course is a gateway to enhanced professional body membership and the commensurate career opportunities and enhanced learning potential that this brings. Data from the Destination of Leavers from Higher Education survey (DLHE) and its successor the Graduate Outcomes survey indicates very strong employability outcomes for students completing postgraduate courses in HRM at the University as illustrated in Tables 1 and 2 below. The slight decrease in students accessing highly skilled or professional and managerial roles in 2018/19 can be accounted for by the increase in students joining the MA Human Resource Management straight from undergraduate study, without any previous HR experience.

**Table 1 – Graduate Outcomes Survey 2018/19**

<b>Response rate</b>	<b>Employment or further study</b>	<b>Highly skilled Jobs</b>
60%	78%	72%

**Table 2 – Destination of Leavers from Higher Education (DLHE) 2017/18**

<b>Response rate</b>	<b>In work or study</b>	<b>Professional or managerial role</b>
62%	100%	80%

## **G: Reference Points Used in Course Design and Delivery**

Leeds Beckett University has met the conditions for registration with the Office for Students, the UK Higher Education sector regulator. Our practices are aligned with the expectations and core and common practices of the UK Quality Code for Higher Education and with European quality standards.

All courses leading to Leeds Beckett University awards utilise the Framework for Higher Education Qualifications of the United Kingdom (FHEQ-UK), relevant subject benchmarks and professional, statutory and regulatory body requirements (for professionally accredited courses) as appropriate.

Courses are monitored and reviewed annually and periodically considering student feedback and external expertise and with regard for a range of performance indicators, to ensure the provision of an excellent education and experience for all our students.

We appoint external examiners to verify that our University sets and maintains standards for awards appropriately, to confirm that standards and student achievements are reasonably comparable with other Higher Education Institutions in the UK with which they are familiar, and ensure that assessments measure achievement of course and module learning outcomes at and beyond the threshold level of achievement. External examiners may also provide feedback on areas of good practice or potential enhancement.

The course is accredited by the Chartered Institute of Personnel and Development at Level 7. It has been designed with strong reference to the knowledge and behaviour standards of the CIPD new Profession Map and to the CIPD Advanced Diploma in Strategic People Management

## **H: Evidence of Student Engagement in Course Design and Development**

### **Module Reviews**

Within the normal annual cycle of review and enhancement, student feedback is sought via mid and end of module evaluations. Specific student comments, which have informed the design and development of this course presented for revalidation include a confirmation of our skill-based, applied learning approach and the provision of feedback opportunities integrated into module delivery. We have noted the importance of regular and consistent communication with students, particularly around the pacing and timing of student feedback for assessments, both formative and summative.

### **Student Involvement**

Course representatives are elected from among the student body and work with course directors, school management and other key stakeholders to effect day to day and strategic improvements for all students. Course representatives meet formally with the course director on a regular basis. Course meetings, to which all students are invited, are held for each cohort each semester, and on an ad hoc basis as required.

In addition, student meetings are held as part of the normal annual monitoring and review process and students have participated in specific meetings to discuss new course design and have been invited to contribute ideas and feedback via an anonymous online survey. Previous concerns about timetabling resulted in a review and reorganisation to ensure that full-time students have scheduled classes on no

more than three days a week, and that timetables are standardised so that information on both first and second semester timetabling is available at the start of the course. Other feedback has indicated that students continue to value the interactive nature of the course, the discussion-based activity that characterises the teaching sessions and the individualised support provided by both academic and administrative staff.

### **Student Surveys**

Surveys are also carried out on both an annual and an ad hoc basis, where changes to the course are under consideration.

## I: Course Learning Outcomes Mapping

Title	Course LO1	Course LO2	Course LO3	Course LO4	Course LO5
Resourcing, Rewarding and Sustaining Talent	P	P	P	P	P
Skills for Ethical and Agile People Practice	P	P	P	P	P
Strategic Employment Relations	P	P	P	P	P
Strategic People Management & Development	P	P	P	P	P
Work and Working Lives in Dynamic Business Contexts	P	P	P	P	P
Advanced Employment Law	P	P	P	P	P
Equality, Diversity and Inclusion in the Workplace	P	P	P	P	P
Learning and Development for Sustainable Organisations	P	P	P	P	P
Wellbeing and the Working Life	P	P	P	P	P

## J: Assessment Methods

Module Title	Core (Y/N)	Written Examination	Written Assignment	Report	Oral Assessment
Resourcing, Rewarding and Sustaining Talent	Y			100%	
Skills for Ethical and Agile People Practice	Y		50% 50%		
Strategic Employment Relations	Y			50%	50%
Strategic People Management & Development	Y			100%	
Work and Working Lives in Dynamic Business Contexts	Y			100%	
Advanced Employment Law	N	100%			
Equality, Diversity and Inclusion in the Workplace	N		80%	20%	
Learning and Development for Sustainable Organisations	N			100%	
Wellbeing and the Working Life	N			50%	50%

## K: Resources

### Books and Journal Articles include:

- Anderson, V., Fontinha, F. & Robson, F. (2019) *Research Methods in Human Resource Management: Investigating a Business Issue* 4<sup>th</sup> ed. London: CIPD
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**Journals include:**

- Harvard Business Review
- Human Resource Management International
- Human Resource Management Journal
- Human Resource Management Journal
- International Journal of HRM
- International Journal of Human Resource Management
- Journal of Diversity Management
- Management Learning
- People Management
- People Management
- Personnel Review
- Work, Employment & Society

**Websites include:**

- Advisory, Conciliation and Arbitration Service [www.acas.org.uk](http://www.acas.org.uk)
- Chartered Institute of Personnel and Development [www.cipd.co.uk](http://www.cipd.co.uk)
- Confederation of British Industry [www.cbi.org.uk](http://www.cbi.org.uk)
- Department for Business Innovation and Industrial Strategy  
<https://www.gov.uk/government/organisations/department-for-business-energy-and-industrial-strategy>
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- Employment Appeals Tribunal ([www.employmentappeals.gov.uk](http://www.employmentappeals.gov.uk))
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- Human Resource Management Guide [www.hrmguide.co.uk](http://www.hrmguide.co.uk)
- Incomes Data [www.incomesdata.co.uk](http://www.incomesdata.co.uk)
- Office of the Information Commissioner (<http://www.ico.gov.uk>)
- People Management [www.peoplemanagement.co.uk](http://www.peoplemanagement.co.uk)
- Trade Union Congress [www.tuc.org.uk](http://www.tuc.org.uk)

## FINAL SIGN OFF



LEEDS BECKETT  
UNIVERSITY

To be used for Validation & Revalidation

Approved by Validation Panel on

22/11/2016

## RECORD OF CHANGE



LEEDS BECKETT  
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To be used subsequent to appropriate Consent for  
Change processes

<b>Consent Change Granted on DD/MMM/YY</b>	<b>for Detail of modification</b> (Provide a brief description of the modification and where the Course Specification has been updated)	<b>Term Effective</b> (Indicate the academic year of entry and course level(s) to which the modification will apply)
24/06/2021 (v2)	HRMPD reapproved by validation panel. All modules replaced and mapped to the updated standards of the CIPD Advanced Diploma in Strategic People Management.  General updates made to remove covid references, update Student Advice details and weblink for prior learning.	2022/23
N/A (v2-1)	Strategic Employment Relations moved for Jan FT & PT starters from S2 to S1 (AUT to WIN). Work and Working Lives in Dynamic Business Contexts moved for Jan FT & PT starters from S1 to S2 (WIN to AUT).	2022/23
08/08/23 (v2-2)	Diversity and Inclusion in the Workplace changed to Equality, Diversity and Inclusion in the Workplace. SAC 01/11/23	2024/25