



LEEDS
BECKETT
UNIVERSITY

Course Specification

MSc Human Resource Management

Course Code: MSHRM

2026/27

MSc Human Resource Management (MSHRM)

Material Information Summary for 2026/27 Applicants

Confirmed Nov 2025

General Information

Award	Master of Science Human Resource Management
Contained awards	Postgraduate Diploma Human Resource Management Postgraduate Certificate Human Resource Management
Awarding body	Leeds Beckett University
Level of qualification and credits	Level 7 of the Framework for Higher Education Qualifications, with 180 credit points at Level 7 of the Higher Education Credit Framework for England
Course lengths and standard timescales	<ul style="list-style-type: none">• 12 months (full time, campus based, September start)• 16 months (full time, campus based, January start)• 24 months (part time, campus based, September start)
Part time study	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.
Location(s) of delivery	The majority of teaching will be at City campus but on occasion may be at Headingley campus.
Entry requirements	Admissions criteria are confirmed in your offer letter. Details of how the University recognises prior learning and supports credit transfer are located here: https://www.leedsbeckett.ac.uk/student-information/course-information/recognition-of-prior-learning/ Admissions enquiries may be directed to: AdmissionsEnquiries@leedsbeckett.ac.uk .
Course fees	Course fees are confirmed in your offer letter. A breakdown of any additional costs is included on the online prospectus entry for this course. Fees enquiries may be directed to Fees@leedsbeckett.ac.uk .

Policies, Standards and Regulations

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

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.

Standard regulations apply to this course. Awards of distinction and merit may also be made to students who meet the following criteria:

Distinction

The award of a distinction may be made to those students who have attained:

- an average of 70% or more in assessments contributing to the final award.

And/or

- at least half of all taught modules* at the level of distinction in assessments contributing to the final award plus a 60-credit major project module at distinction.

Merit

The award of merit may be made to those students who have attained:

- an average of 60% or more in assessments contributing to the final award.

And/or

- at least half of all taught modules* at the level of merit in assessments contributing to the final award plus a 60-credit major project module at distinction.

** For the purposes of this regulation, taught modules are outlined as all modules with the exception of the 60-credit major project module.*

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 the CIPD Profession Map at Level 7 and the standards of the CIPD Advanced Diploma in Strategic People Management. Students who complete the MSc 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)

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 MSc 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.
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 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 MyBeckett, 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

Students undertake six core modules and one elective module. The course shares four common core modules with its 'sibling' course, the MSc Learning and People Development: Work and Working Lives in Dynamic Business Contexts; Strategic People Management & Development; Skills for Ethical and Agile People Practice and the PG Major Project. There are also two 'specialist' core modules covering key areas of human resource practice: Resourcing, Rewarding and Sustaining Talent and Strategic Employment Relations.

Students complete the course with one elective module chosen from Advanced Employment Law, Equality, Diversity & Inclusion in the Workplace, Learning & Development for Sustainable Organisations or Wellbeing and the Working Life.

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)

Module title	Credits	Semester/ teaching period
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
PG Major Project	60	YL
<i>Number of credits of compulsory modules</i>	160	

Option modules

Module title	Credits	Semester/ teaching period
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 (full time, January start)

Module title	Credits	Semester/ teaching period
Resourcing, Rewarding and Sustaining Talent	20	1
Work and Working Lives in Dynamic Business Contexts	20	2
Strategic People Management & Development	20	2
Strategic Employment Relations	20	2
Skills for Ethical and Agile People Practice	20	YL
PG Major Project	60	YL
<i>Number of credits of compulsory modules</i>	160	

Option modules

Module title	Credits	Semester/ teaching period
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, September start)

Module title	Credits	Semester/ teaching period
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
PG Major Project	60	YL
<i>Number of credits of compulsory modules</i>	160	

Option modules

Module title	Credits	Semester/ teaching period
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	

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

This course is assessed predominantly by coursework with some practical assessments. Some electives may also contain examinations. The course culminates in the completion of a significant people management research module, the PG Major Project, worth 60 credits.

Workload

The number of hours of workload generally equates 1800 for a Master's programme, corresponding to the national standard of 10 notional hours of learning for each UK HE credit point. Students are expected to devote a minimum of four hours to independent study for each hour of teaching.

Overall Workload	Level 7
Teaching, learning and assessment	273 hours
Independent study	1527 hours
Placement	N/A

