

Programme Specification

MSc Human Resource Management

MSc Human Resource Management (with Professional Experience)

<i>School:</i>	York Business School
<i>Subject area:</i>	Business Management
<i>Entry from academic year:</i>	2024-25
<i>in the month(s) of</i>	September, January
<i>Awarding institution:</i>	York St John University
<i>Teaching institution:</i>	York St John University
<i>Delivery location:</i>	York St John University
<i>Programme/s accredited by:</i>	
<i>Exit awards:</i>	Postgraduate Certificate in Human Resource Management Postgraduate Diploma in Human Resource Management
<i>UCAS code / GTTR / other:</i>	Not applicable
<i>Joint Honours combinations:</i>	Not applicable
<i>QAA subject benchmark statement(s):</i>	Subject Benchmark Statement for Business Management (March 2023)
<i>Mode/s of study:</i>	Postgraduate periods of study ¹ for full-time / part-time Non-standard period of study as follows: Full-time for 2 years (with Professional Experience)
<i>Language of study:</i>	English
<i>Paired with Foundation Year</i>	No
<i>Study abroad opportunities:</i>	No
<i>Opt-in YSJU Placement Year opportunity:</i>	No
<i>Excluding a year-long placement/professional experience, are there placement/field trip/work experience(s) totalling 20 days or more?</i>	No

Introduction and special features

The York Business School MSc Human Resource Management is designed to give you the knowledge and skills needed to lead in a global context. The programme will enable you to develop a critical understanding of the issues relating to human resource management, which will enhance your skills to develop sustainable individual and organisational potential. The award is suitable for those at the start of a career in Human Resource (HR) or hoping to enter the HR profession and also line managers. This MSc combines an in-depth understanding of HR management with a broader exploration of its organisational and management context. The programme explores HR strategy both within organisations (including issues such as employee relations and employee engagement; learning and development, and employee resourcing and talent management)

¹ The standard period of study will apply unless otherwise stated

and in relation to the external environment – including globalisation and international forces, social and technological change and government policies and regulation. Your knowledge will be integrated and contextualised through a range of modules, culminating in a Capstone Project or Business Consultancy Project (for those taking the with Professional Experience route). You will be exposed to the latest contemporary research in human resource management to develop your critical thinking skills and develop and apply knowledge of the latest thinking. In addition, the modules are developed with focus on employment related skills which is embedded in assignments to enhance students' employment prospects, with opportunities to develop knowledge, skills and competence through appropriate behaviours and attitudes, critical reflection and practical application.

The programme is international in its design and engages with themes on an international basis. Many different cultural contexts will be utilised to help provide the setting for discussions. You will explore issues that have significant impact within organisations by working with others and building on both personal individual experiences and comparing with those of cohort members. You will carry out projects and assignments designed to help you apply the theories, tools and techniques you learn. Much of the learning is developed through the establishment of collaborative learning communities of programme participants and tutors and you will become part of that community of learning. Your understanding is developed around the key skills, processes and practices of human resource management. Solutions to real problems are suggested, discussed and analysed within the learning community with the support of tutors and fellow learners.

The York Business School MSc Human Resource Management brings together relevant contemporary academic theory and research with practical understanding of activities within organisations. This will be developed by enabling you to share knowledge, relate this to theories developed from relevant research, and learning by practical application. Through the development of an integrated and critically aware understanding of management in the context of contemporary human resource management issues, the programme involves you in a demanding process of personal and professional development.

Special features of the programme include:

- Enables you to develop a sound understanding of the skills necessary to undertake a role in any organisation
- Develops the skills essential for HR work such as: leading and working in teams, making decisions, managing financial information, communicating effectively and helping others to learn
- A strong emphasis on practice-based learning; you will be asked to evaluate research and theory and consider its relevance to practice
- Develops academic and research skills such as assessing information and critically evaluating its relevance, and prepares you for higher level study
- Reflects the aspirations in the development of responsible and ethical managers
- Supports the development in the skills of human resource management in order to operate effectively and competently in an international context
- Assessment methods used to mirror organisational based activities
- Provides a supportive platform for critical reflection, through the application of academic theories to your real work situations
- Participation in active and supportive forums drawing on practical expertise
- Excellent personal and academic support. You will be allocated an academic tutor to support you throughout the programme
- Focused activities connected with employers and commercial organisations to build expertise and real-world experience
- Opportunity to gain professional experience.

Admissions criteria

You must meet the minimum entry requirements which are published on the programme specific webpage. In addition, you must have:

- A Bachelor's degree or equivalent, achieved at Class 2:2 or above, from an approved university or institution
- or
- Current or recent work experience (within the last two years) appropriate to enable you to contribute to the programme.

If your first language is not English, you need to take an IELTS test or an equivalent qualification accepted by the University (see <https://www.yorksj.ac.uk/international/how-to-apply/english-language-requirements/>).

If you do not have traditional qualifications, you may be eligible for entry on the basis of [Recognition of prior learning \(RPL\)](#). We also consider applications for entry with advanced standing.

Programme aim(s)

The overall aim of the programme is to develop your critical understanding and self-awareness of the issues relating to human resource management (HRM), so that you may develop your own leadership skills and knowledge and develop both your individual and organisational potential. The MSc enables an evidence-based approach utilising skills of analysis, observation, synthesis, rationality and logic: to develop perspectives and theories through the application of scientific methods for doing HRM work more incisively. Critical insights are instrumental in providing a basis for enhanced levels of scrutiny, enquiry and intelligent decision making. The programme aims to reflect these aspirations in the development of responsible and ethical managers, supporting development in the skills of leadership in order to operate effectively and competently in an international context.

You will be supported as you:

- Develop critical awareness and understanding of business generally and specifically relating to human resource management
- Develop the ability to connect theory with practice in creative and innovative ways and reflect upon the learning involved as well as the outcomes
- Develop critical awareness and understanding of the role of managers within the context of business sustainability, corporate social responsibility and ethics, helping you undertake effective roles in business organisations as responsible managers
- Develop and enhance life-long learning skills and personal development in order to work with self-direction and originality.

Programme learning outcomes

Upon successful completion of the programme students will be able to:

Level 7

- 7.1 Demonstrate in-depth, specialist knowledge and mastery of research methodologies and analytical techniques relevant to the study of opportunities and challenges of human resource management
- 7.2 Demonstrate an advanced and critical understanding of concepts, information and techniques informed by empirical research and knowledge at the forefront of the study of contemporary business, leadership and management issues within the context of society
- 7.3 Demonstrate a systematically research-led and critically aware understanding and mastery of data and business intelligence techniques relevant to the study of human resource management

- 7.4 Critically reflect and evaluate management, leadership and team working skills and take a proactive, independent and self-reflective role in working and developing professional relationships with others
- 7.5 Formulate a critical awareness of current issues in human resource management informed through systematic analysis of contemporary research and practice
- 7.6 Demonstrate a deep knowledge and critical understanding of the mechanisms of human resource management in organisations, using data to analyse the context and examine and evaluate the response to changes in the global business environment
- 7.7 Use scientific principles, of observation, analysis, synthesis and evaluation, to extrapolate information critically and creatively utilising appropriate decision-making techniques; in order to extract meaning and understanding, solve problems, and identify and evaluate options in a world of uncertainty and imperfect information
- 7.8 Design, conduct, analyse and disseminate an extended independent piece of empirical and/or evidence-based research or business-related project from inception to completion.

Programme structure

Full-time

Code	Level	Semester	Title	Credits	Module status	
					Compulsory (C) or optional (O)	non-compensatable (NC) or compensatable (X)
MBB7070M	7	1	Global Business Strategy	30	C	X
MBH7010M	7	1	Employment Relations in the Contemporary Organisation	30	C	X
MBB7071M	7	2	Business Ethics and Sustainability	30	C	X
MBH7011M	7	2	People Management and Analytics	30	C	X
MBB7072M	7	All	Capstone Project	60	C	NC

Full-time (with Professional Experience, 2 years)

Code	Level	Semester	Year	Title	Credits	Module status	
						Compulsory (C) or optional (O)	non-compensatable (NC) or compensatable (X)
MBB7070M	7	1	1	Global Business Strategy	30	C	X
MBH7010M	7	1	1	Employment Relations in the Contemporary Organisation	30	C	X
MBB7071M	7	2	1	Business Ethics and Sustainability	30	C	X
MBH7011M	7	2	1	People Management and Analytics	30	C	X
MBB7011M	7	All	1-2	Business Consultancy Project	60	C	NC

Part-time

Code	Level	Semester	Year	Title	Credits	Module status	
						Compulsory (C) or optional (O)	non-compensatable (NC) or compensatable (X)
MBH7010M	7	1	1	Employment Relations in the Contemporary Organisation	30	C	X
MBB7071M	7	2	1	Business Ethics and Sustainability	30	C	X
MBB7070M	7	1	2	Global Business Strategy	30	C	X

MBH7011M	7	2	2	People Management and Analytics	30	C	X
MBB7011M	7	All	1-2	Capstone Project	60	C	NC

Any modules that must be passed for progression or award are indicated in the table above as non-compensatable. A non-compensatable module is one that must be passed at the relevant level (with a mark of 50) in order to progress).

Learning, teaching and assessment

A key part of the philosophy of the programme is that by bringing together relevant academic theory and practical experience you can enhance understanding of these elements and develop yourself as an individual and as a leader.

All modules are delivered utilising a range of teaching, learning and assessment strategies including lectures, seminars, tutorials, workshops and global café style learning activities. Each module has a Virtual Learning Environment (VLE) where you and other Master's level students will be encouraged to be involved with online debate and collaborative approaches to learning.

Some participants may not have been engaged in formal education for some time and may never have studied social sciences at postgraduate level. Support with study skills, conventions of academic analysis and writing will be available for you from the start of the programme and will continue throughout your studies.

All modules are assessed through a programme of work undertaken whilst studying for the award. A range of assessment tools are used including presentations, critical essays, portfolios and reflective journals and case study work. Each module tutor will provide opportunities for formative assessment feedback to inform your work prior to submission.

You will receive detailed feedback on assessment to help you develop and continuously improve your performance whilst on the programme. Advice will be provided in relation to development, further areas for research and guidance on how to enhance your subject knowledge.

You will receive the opportunity for study support including academic writing and research skills to enhance employability and career development in the field of business management.

The MSc HRM (with Professional Experience)

Students on the MSc HRM (with Professional Experience) are expected to engage in experiential activity lasting the equivalent of an academic year. There are currently two options available:

Work Placement

The placement is designed to address the demands of the business management profession and give you a competitive edge when it comes to your career. The work placement will provide opportunities to apply knowledge and skills learnt in the taught modules, enhance communication and interpersonal skills and improve employment potential. The placement component is for an academic year in duration, which starts after successfully completing the taught modules. During your placement, you will also work towards and complete the Business Consultancy Project.

It is ultimately your responsibility to secure a placement. The University will offer guidance and support and recommend students to many of our partners that have expressed strong support and interest in the programme.

Venture Creation Lab

The Venture Creation Lab utilises the University's expertise to facilitate the development of entrepreneurial and intrapreneurial skills and knowledge to foster the development of a new commercial opportunity.

The Venture Creation Lab will provide learners with the opportunity to implement and utilise the information attained through the taught modules in a practical environment, enhance communication and interpersonal skills and improve employment potential. Learners will be located in the Lab for a maximum of one academic year, which will commence after successful completion of the taught modules. Learners will also base the Business Consultancy Project on the commercial opportunity developed in the Lab.

International students on a Tier 4 visa will have a valid CAS for the programme duration of two years, subject to your meeting the UKVI's standard requirements.

During the Professional Experience period, learners will complete the Business Consultancy Project which awards 60 credits of your qualification. The Professional Experience is only available to those students studying towards the award on a full-time basis.

Progression and graduation requirements

The University's [regulations](#) for taught postgraduate awards apply to this programme.

Any modules that must be passed for progression or award are indicated in the Programme Structure section as non-compensatable.

Internal and external reference points

This programme specification was formulated with reference to:

- [University Mission, Culture and Values](#)
- [University 2026 Strategy](#)
- [QAA subject benchmark statements](#)
- [Frameworks for Higher Education Qualifications](#)

Date written / revised:

Programme originally approved: