

Programme Specification

MBA Strategic Human Resource Management and Leadership

MBA Strategic Human Resource Management and Leadership (with Year in Industry)

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| <i>School:</i> | York Business School |
| <i>Subject area:</i> | Business |
| <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 Management Postgraduate Diploma 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 (June 2015) Master's degree characteristics (September 2015) |
| <i>Mode/s of study:</i> | Postgraduate periods of study ¹ for full-time <u>Full-time for 2 years (with year in industry)</u> |
| <i>Language of study:</i> | English |
| <i>Paired with foundation year</i> | No |
| <i>Study abroad opportunities:</i> | No |
| <i>Placement year opportunity:</i> | Yes |

Introduction and special features

A Masters in Business Administration (MBA) is an internationally-recognised and highly-regarded award. Whether you are already in a management position and wanting to take your career to the next level, or aspire to leadership roles in the future, the York Business School Masters of Business Administration (MBA) in Strategic Human Resource Management and Leadership has been designed to help you gain the skills, knowledge and experience you need to give yourself that competitive edge. The programme provides you with the opportunity to gain a practitioner-focused MBA, laying the foundations for a critically aware and holistic understanding of business management, with a particular focus on strategic human resource management and leadership. This MBA combines an in-depth understanding of strategic human resource management (SHRM) with a broader exploration of its organisational and management context. Your knowledge will be integrated and contextualized through a range of modules, culminating in a capstone project.

You will explore issues that have significant impact within organisations by working with others and building on both personal individual experiences and comparing and contrasting with those of cohort members. You

¹ The standard period of study will apply unless otherwise stated

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 business, management, strategic human resource management and leadership. Solutions to real problems are suggested, discussed and analysed within the learning community with the support of tutors and fellow learners.

You will develop a critical understanding of the issues relating to business, management, strategic human resource management and leadership, which will enhance your ability to maximise individual and organisational potential. The MBA Strategic Human Resource Management and Leadership 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 business 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
- Reflects the aspirations in the development of responsible and ethical managers
- Supports the development in the skills of leadership 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

Admissions criteria

You must meet the University's general entry criteria for [postgraduate](#) study. 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 business, management, strategic human resource management and leadership, so that you may develop your own leadership skills and knowledge and develop both your individual and organisational potential. The programme aims to reflect the 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.

The specialist element of the programme aims to support you in exploring the strategic aspects in relation to strategic human resource management and leadership in order to prepare you for a career that equips you to consider the business issues for managers and leaders working in the field of quality management.

You will be supported as you:

- Develop critical awareness and understanding of business generally and specifically relating to strategic human resource management and leadership
- 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 techniques relevant to the study of opportunities and challenges of business, strategic human resource management and leadership
- 7.2 Demonstrate an advanced and critical understanding of concepts, information and techniques informed by knowledge at the forefront of the study of contemporary business issues within the context of society
- 7.3 Demonstrate a systematic, integrated and critically aware understanding of business management, finance, leadership, strategic human resource management and team working
- 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 business management informed by contemporary research and practice
- 7.6 Demonstrate a deep knowledge and critical understanding of organisations, context and response to changes in the global business environment
- 7.7 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 research or business-related project from inception to completion

Programme structure

Full-time

| Code | Level | Semester | Title | Credits | Module status | |
|----------|-------|----------|--|---------|---|--|
| | | | | | compulsory or optional to take C or O | non-compensatable or compensatable NC or X |
| MBB7059M | 7 | 1 | Dynamic Perspectives on Sustainable Business | 20 | C | X |
| MBB7060M | 7 | 1 | Leading Innovation and Cultural Change | 20 | C | X |
| MBB7007M | 7 | 1 | Global Business Strategy | 20 | C | X |
| MBB7008M | 7 | 2 | Accounting and Finance for Decision Making | 20 | C | X |
| MBB7009M | 7 | 2 | Marketing and Data Analytics | 20 | C | X |
| MBB7054M | 7 | 2 | Strategic Human Resource Management | 20 | C | X |
| MBB7010M | 7 | 2-3 | Capstone Project | 60 | C | NC |

Full-time (with year in industry, 2 years)

| Code | Level | Year | Semester | Title | Credits | Module status | |
|----------|-------|------|----------|--|---------|---|--|
| | | | | | | compulsory or optional to take C or O | non-compensatable or compensatable NC or X |
| MBB7059M | 7 | 1 | 1 | Dynamic Perspectives on Sustainable Business | 20 | C | X |
| MBB7060M | 7 | 1 | 1 | Leading Innovation and Cultural Change | 20 | C | X |
| MBB7007M | 7 | 1 | 1 | Global Business Strategy | 20 | C | X |
| MBB7008M | 7 | 1 | 2 | Accounting and Finance for Decision Making | 20 | C | X |
| MBB7009M | 7 | 1 | 2 | Marketing and Data Analytics | 20 | C | X |
| MBB7054M | 7 | 1 | 2 | Strategic Human Resource Management | 20 | C | X |
| MBB7011M | 7 | 1, 2 | 1,2,3 | Business Consultancy Project | 60 | C | NC |

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 your deep 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. 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.

The piece of work completed as part of the Capstone Project must be in the specialist area of strategic HRM and/or leadership.

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.

Placement Year

Students on the with placement year route 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 you have successfully completed the taught modules. During your placement, you will also work towards and complete your Business Consultancy Project.

It is ultimately the student's responsibility to secure their 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 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.

If you are an international student on a Tier 4 visa, your CAS will have a course duration of two years, subject to your meeting the UKVI's standard requirements.

During the placement period, you undertake an internship within a partner organisation and complete the Business Consultancy Project. The placement year is only available to those students studying towards the award on a full-time basis.

Progression and graduation requirements

The University's [general regulations for](#) 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 and values](#)
- [University 2026 Strategy](#)
- [QAA subject benchmark statements](#)
- [Frameworks for Higher Education Qualifications](#)
- York St John University General Regulations for Postgraduate Awards

- QAA Master's degree characteristics (September 2015)
 - Principles for Responsible Management Education (Prime): Inspirational Guide for the Implementation of Prime
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Date written / revised: June 2019

Programme originally approved: June 2019