Postgraduate Programme Specification

Session	2026/27	**Last Modified**	June 2024
Named Award Title			
Award Title for Each Award	MScHRM		
Date of Approval	June 2024		
Details of Cohort Applies to	September 2025 Commencement		
Awarding Institution	University of the West of Scotland	**Teaching Institution(s)**	University of the West of Scotland
Language of Instruction & Examination		English	
Award Accredited by		Chartered Institute of Personnel & Development (CIPD)	
Maximum Period of Registration			
Duration of Study			
Full-time	12 months	**Part-time**	24 months
Placement (compulsory)			
Mode of Study	☒ Full-time ☐ Part-time		
Campus	☐ Ayr ☐ Dumfries	☐ Lanarkshire ☐ London ☒ Paisley	☐ Online / Distance Learning ☐ Other (specify)
School	**Business and Creative Industries**		
Divisional Programme Board	**Management, Organisations People**		
Programme Leader	Dr Catherine Clark		

Admissions Criteria Candidates must be able to satisfy the general admission requirements of the University of the West of Scotland as specified in Chapter 2 of the University Regulatory Framework together with the following programme requirements:
Appropriate Undergraduate Qualifications:

Applicants will typically possess a degree or equivalent. In the absence of a degree, where entry requirements do not conform to the general entry requirements, other evidence can be considered on an individual basis in line with Regulations 2.13 – 2.36 (Recognition of Prior Learning – RPL / Recognition of Credit).

First or second-class Honours degree, or equivalent, in social science or business-related disciplines. Applicants with a non-business related degree but with significant professional experience in Human Resource/People Management will also be considered.

Other Required Qualifications/Experience

Applicants may also be considered with other academic, vocational or professional qualifications deemed to be equivalent. Relevant professional experience will be considered at the discretion of the Programme Leader.

Further desirable skills pre-application

IELTS overall score 6.0 with no element below 5.5, or equivalent UKVI recognised English language qualifications.

General Overview

The MSc HRM at the University of the West of Scotland is a highly specialist degree programme, designed to support and develop current and future professionals in human resource and people management. In line with the UWS Curriculum Framework, aiming for flexibly (using best-in-class technologies and pedagogies, meeting the learning needs of students in contemporary Scotland) and inclusive (recognising the diversity of the student body, and the need to be accessible to all) education, the programme is designed around the various needs of our diverse student body. This means the programme is offered on a full- and part-time basis.

The programme has been accredited by the Chartered Institute of Personnel and Development (CIPD), and therefore meets the highest standards in the profession of human resource and people management. For that reason, the programme design is driven by the CIPD Core Knowledge and Core Behaviour, in line with the CIPD CPD Map, as outlined below:

• Core knowledge: People Practice; Culture and Behaviour; Business Acumen; Analytics and Creating Value; Digital Working; and Change.

• Core behaviour: Ethical Practice; Professional Courage and Influence; Valuing People; Working Inclusively; Passion for Learning; Insights Focused; and Situational Decision Making; Commercial Drive.

Upon successful completion of the MSc students will qualify for Associate membership from the Chartered Institute of Personnel and Development (CIPD). Furthermore, both the university and the programme aim at making a contribution not only to the Human Resource/People Management profession, but also to communities and the wider society. This is nurtured by a pro-active approach towards incorporating the UN Sustainable Development Goals (UNSDG), with a focus on the following:

• UNSDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all;
• UNSDG 5: Achieve gender equality and empower all women and girls.

The aim of working towards achieving these principles are embedded throughout the entirety of our HRM degree programme at UWS, and through the provision of the opportunity to develop requisite knowledge, critical thinking and skills. The programme has been designed to deliver up-to-date practical and professional skills, underpinned by appropriate academic theory. This is fostered by a comprehensive learning journey, supported by a clear programme structure — in line with UWS' Curriculum Framework, aimed at delivering simple, coherent and authentic education. The MSc Human Resource Management programme is structured as follows:

Term 1: The HRM/People Management Environment. In term one students develop a professional foundation and understand the generalist HRM role. Students explore the contemporary context of HRM and its implication for professional practice, develop skills necessary for an HR professional; and explore the various facets and functions of HRM and its role in change management.

Term 2: HRM/People Management in Organisations: Term two focuses on the specialism within HRM. Students have the opportunity to explore the specialisms of employment relations, reward and performance, and talent management in greater depth. This allows them to build on the professional skills and generalist knowledge developed in term one. They are also prepared for undertaking their dissertation with a research skills module.

• Term 3: Researching HRM/People Management: In term three, students exclusively focus on their MSc Project. Students are supported and guided in developing an original piece of research. This allows them to further pursue a specialism, explore an industry of interest, or examine a contemporary issue in HRM. Students academic and professional skills are further developed as they work independently to achieve this. Therefore, the programme takes a strategic approach to developing skills and knowledge, throughout which it develops students' intellectual and imaginative understanding and judgement, the ability to resolve problems effectively and the ability to recognise the relevance of a wide variety of approaches fundamental to People/Human Resource Management.

Typical Delivery Method

In line with the University's Curriculum Framework, the MSc Human Resource Management utilises a range of learning, teaching and assessment methods to enable learning outcomes to be achieved - fostered by the university's contemporary approach to hybrid learning. This approach exposes students to the wide range of learning, teaching and assessment methods in order to assist in the development of a variety of skills within students and to achieve a wide range of learning outcomes.

Furthermore, the programme aims at providing a meaningful balance between academic knowledge and employability-focused skills within its assessment strategy. This includes the use of written assignments, presentations, assessment centres/in-trays, role plays, vivas, among others.

Any additional costs

CIPD student membership - joining fee and subscription

Graduate Attributes, Employability & Personal Development Planning

Upon completion of the course, students will have attained SCQF level 11 skills in relation to employment and PDP. In knowledge and understanding and practice, cognitive skills, communication, ICT and numeracy, and in autonomy, accountability and working with others.

The processes of reflection and independent learning are strongly emphasised with the HRM discipline and this programme will endeavour to support student develop these skills. As a graduate from UWS you will be:

- Universal - globally relevant with comprehensively applicable abilities, skills and behaviours.
- Work ready - dynamic and prepared for employment in complex, ever-changing environments which require lifelong learning and resilience.
- Successful - as a UWS graduate with a solid foundation on which to continue succeeding and realising your potential, across various contexts.

Through studying and graduating from UWS, you will develop attributes across three dimensions:

- Academic - knowledge, skills and abilities related to high-level academic study.
- Personal - qualities and characteristics of well-rounded, developed, responsible individuals.
- Professional - skills, aptitudes and attitudes required for professional working life in the 21st Century.

The underpinning attributes are developed through the key skills and competencies you will learn as part of your postgraduate degree programme.

Work Based Learning/Placement Details

N/A

Attendance and Engagement

In line with the Student Attendance and Engagement Procedure, Students are academically engaged if they are regularly attending and participating in timetabled on-campus and online teaching sessions, asynchronous online learning activities, course-related learning resources, and complete assessments and submit these on time.

For the purposes of this programme, academic engagement equates to the following:

Students are expected to attend all timetabled classes, complete all online activities, and engage with all assignments.

Equality and Diversity

The University's Equality, Diversity and Human Rights Procedure can be accessed at the following link: UWS Equality, Diversity and Human Rights Code.

Programme structures and requirements, SCQF level, term, module name and code, credits and awards (Chapter 1, Regulatory Framework)

Learning Outcomes

SCQF LEVEL 11 - Postgraduate Certificate (PgCert) Learning Outcomes	
Knowledge and Understanding	
A1	Demonstrate a critical understanding of the key theories, concepts and principles on Managing and Leading People including within the context of an HRM perspective
A2	Display a critical awareness of the current issues relevant to Business Performance, Strategic Management and Managing Business Information.
A3	
A4	
A5	
Practice - Applied Knowledge and Understanding	
B1	Use a significant range of specialised techniques and applications relevant to the skills required in the Human Resource Management profession and in the Strategic Business Environment
B2	Practice a range of skills such as dissemination and analysis of case material within the Business Environment and Human Resource Management
B3	
B4	
B5	
Communication, ICT and Numeracy Skills	
C1	Communicate to a range of audiences, using oral and written means, academic and applied material within the Strategic Business Environment and Human Resource Management.
C2	Utilise a range of software and numerical skills to enhance synthesis and analysis of key Business Environment and Human Resource Management concepts.
C3	
C4	
C5	
Generic Cognitive Skills - Problem Solving, Analysis, Evaluation	
D1	Apply critical analysis and evaluation to key issues within Human Resource Management and the Strategic Business Environment.
D2	Review and judge academic and applied case material within the Human Resource Management and Strategic Business Environment.
D3	
D4	
D5	
Autonomy, Accountability and Working with Others	

E1	Exercise substantial autonomy and initiative in learning through the programme curriculum.
E2	Engage in group-based exercises, demonstrating responsibility for self and others in the pursuit of joint learning goals.
E3	
E4	
E5	

Postgraduate Certificate (PgCert) Modules

CORE

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
Footnotes for Core Modules							

Postgraduate Certificate (PgCert) Modules

OPTION

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
Footnotes for Option Modules							

Level 11- Postgraduate Certificate (PgCert)
Criteria for Award
Please refer to UWS Regulatory Framework for related regulations

Students completing any 60 credits of taught modules (excludes MSc Project (HRM)) are eligible for the exit award of the Postgraduate Certificate Human Resource Management.

Students completing all 120 credits of taught modules (excludes MSc Project (HRM)) are eligible for the exit award of the Postgraduate Diploma Human Resource Management.

Students completing all 180 credits are eligible for the exit award of the MSc Human Resource Management.

Students may be given an exit award of PgC/PgD in Combined Studies where a student has met the credit requirements for an award in line with SCQF credit minima (see Regulation 1.21), but cannot continue on the named award (HRM).

SCQF LEVEL 11 - Postgraduate Diploma (PgDip) Learning Outcomes	
Knowledge and Understanding	
A1	Demonstrate extensive detailed and critical knowledge of the key general and specialised sub-disciplines within Human Resource Management.
A2	Demonstrate detailed and critical knowledge of a range of specialised theories, principles and key concepts in the related specialist disciplines.
A3	Demonstrate a critical awareness of current issues in Human Resource Management, International Human Resource Management and Leadership.
A4	
A5	
Practice - Applied Knowledge and Understanding	
B1	Use a significant range of specialised skills, techniques, practices and / or materials that are at the forefront or informed by forefront Human Resource Management developments.
B2	Plan and execute a piece of secondary and primary research leading to a management research report.
B3	Demonstrate originality and creativity in analysing applied case material within a wide range of specialised Human Resource Management disciplines.
B4	Demonstrate the ability to reflect on learning and engage in continuing professional development
B5	
Communication, ICT and Numeracy Skills	
C1	Communicate fluently to peers and tutors, conveying knowledge, analysis and interpretation of academic and applied material within Human Resource Management.
C2	Utilise a wide range of software to enhance analysis.
C3	Undertake critical evaluations of a wide range of numeric and graphical data relating to International Human Resource Management
C4	
C5	
Generic Cognitive Skills - Problem Solving, Analysis, Evaluation	
D1	Identify, conceptualise and define new and abstract problems within Human Resource Management theory and practice
D2	Develop original and creative responses to the analysis and synthesis of material.
D3	
D4	
D5	
Autonomy, Accountability and Working with Others	
E1	Demonstrate leadership and accountability in terms of independent learning and joint learning initiatives.
E2	Demonstrate critical reflection regarding individual and peer roles and responsibilities.

E3	Deal with complex ethical and professional issues and make informed judgements on issues not addressed by current Human Resource Management professional and/or ethical codes of practice.
E4	
E5	

Postgraduate Diploma (PgDip) Modules

CORE

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
Footnotes for Core Modules							

Postgraduate Diploma (PgDip) Modules

OPTION

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
Footnotes for Option Modules							

Level 11- Postgraduate Diploma (PgDip) **Criteria for Award** *Please refer to UWS Regulatory Framework for related regulations*
Students completing any 60 credits of taught modules (excludes MSc Project (HRM)) are eligible for the exit award of the Postgraduate Certificate Human Resource Management.

Students completing all 120 credits of taught modules (excludes MSc Project (HRM)) are eligible for the exit award of the Postgraduate Diploma Human Resource Management.

Students completing all 180 credits are eligible for the exit award of the MSc Human Resource Management.

SCQF LEVEL 11 – Masters Learning Outcomes (Maximum of 5 per heading)	
Knowledge and Understanding	
A1	Demonstrate extensive, detailed and critical knowledge of the literature within Human Resource Management with advanced knowledge in at least one of specialist areas.
A2	Display awareness of current issues in both mainstream and specialised disciplines within Human Resource Management.
A3	
A4	
A5	
Practice - Applied Knowledge and Understanding	
B1	Plan and execute a significant piece of secondary and primary research within International Human Resource Management and write this up in dissertation format.
B2	Within this apply a range of standard and specialised research instruments and techniques of enquiry.
B3	
B4	
B5	
Communication, ICT and Numeracy Skills	
C1	Utilise a range of written skills to compare and contrast literature and to report on research findings
C2	Use appropriate software to analyse data.
C3	Undertake a range of critical evaluations of a range of numerical and graphical material.
C4	
C5	
Generic Cognitive Skills - Problem Solving, Analysis, Evaluation	
D1	Critically review, consolidate and extend knowledge, skills, practices and thinking through the production of a dissertation in the field of Human Resource Management.
D2	Demonstrate analysis of complex issues and make informed judgements in the absence of complete or inconsistent data/information
D3	
D4	
D5	
Autonomy, Accountability and Working with Others	
E1	Demonstrate the ability to interact with supervisors in an effective manner.
E2	Demonstrate critical and reflective practice on own and others' roles and responsibilities.
E3	Deal with complex ethical and professional judgements on key issues.
E4	
E5	

Masters Modules

CORE

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
11	HURM11001	HRM in Context	20	☒	☐	☐	
11	HURM11002	HR Professional Skills	20	☒	☐	☐	
11	HURM11009	The HR Generalist	20	☒	☐	☐	
11	HURM11004	Resourcing and Managing Talent	20	☐	☒	☐	
11	HURM11005	Reward and Performance Management	20	☐	☒	☐	
11	BUSN11156	Research Methods and Skills	20	☒	☒	☒	
11	HURM11007	MSc Project (HRM)	60	x	x	x	
Footnotes for Core Modules							

Masters Modules

OPTION

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
				☐	☐	☐	
Footnotes for Option Modules							

Level 11- Masters
Criteria for Award
Please refer to UWS Regulatory Framework for related regulations

On successful completion of the Pg Diploma element of the programme, students will have the opportunity to undertake a significant piece of research which will form the basis of their master's dissertation. The dissertation coordinator will allocate a supervisor based on the topic in question. Students are entitled to 10 hours of supervision time, and the length of the dissertation should be circa 15,000 words.

Students who have completed the HRM Project module will have undertaken a number of workshops/classes to support this research process. This will be supplemented at the dissertation stage by a number of front-loaded workshops on research paradigms, philosophies and approaches.

Regulations of Assessment
Candidates will be bound by the general assessment regulations of the University as specified in the University Regulatory Framework. An overview of the assessment details is provided in the Student Handbook and the assessment criteria for each module is provided in the module descriptor which forms part of the module pack issued to students. For further details on assessment please refer to Chapter 3 of the Regulatory Framework. To qualify for an award of the University, students must complete all the programme requirements and must meet the credit minima detailed in Chapter 1 of the Regulatory Framework.

Combined Studies
There may be instances where a student has been unsuccessful in meeting the award criteria for the named award and for other more generic named awards existing within the School. Provided that they have met the credit requirements in line with the SCQF credit minima (please see Regulation 1.21), they will be eligible for a Combined Studies award (please see Regulation 1.61). For students studying at Level 11, they will normally be eligible for an exit award of PgCert / PgDip / Masters in Combined Studies.

Version no: 1

Change/Version Control

What	When	Who