CUBS

CORK UNIVERSITY BUSINESS SCHOOL

Master of Science

Human Resource Management

CKL50 / CKL56
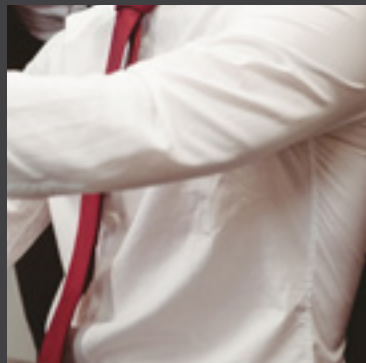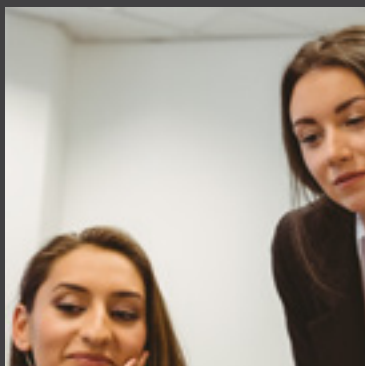
MASTER OF SCIENCE
HUMAN RESOURCE MANAGEMENT

The MSc in Human Resource Management
has been designed specifically to help
students develop a career as a human
resources (HR) professional both now
and for the future.

The content of the programme captures the realities
of the HR role with emphasis on important HR topics such as
healthy workplaces, data analytics and talent development.
The strategic focus to the programme challenges students
to think critically about how the HR function can positively impact
the development of contemporary organisations.

The programme is accredited by the Chartered Institute of
Personnel & Development (CIPD), the accrediting body for
HR in the UK and Ireland.

PROGRAMME DESCRIPTION

The MSc in Human Resource Management is a Level 9, CIPD accredited programme designed to capture the realities of the contemporary HR profession and seeks to develop the HR careers of students.

Adopting a strategic focus, the MSc HRM equips HR professionals to successfully deal with the challenges facing the HR function in contemporary organisations.

The duration of the programme is one year for full-time students and two years for part-time students.

WHY STUDY THIS PROGRAMME?

This programme has been designed specifically to enable students to develop a successful career in the broad HR domain.

The programme aims to strengthen students' critical thinking skills regarding the role of the HR function in contemporary firms.

Modules have been carefully designed to capture the realities of the HR profession with specific focus on emerging and significant issues such as data analytics, healthy organisations, and talent development. The teaching team on this programme is made up of world-class academics and expert practitioners.

There is a strong focus on professional development skills in the programme to help prepare students for the next step in their career.

CIPD
Championing better
work and working lives

In the Applied Research Project students will partner with an organisation to conduct research on a real-life HR issue, developing their consultancy, communication, and analytic skills.

The programme is closely linked to the Human Resource Research Centre, (HRRC) in Cork University Business School (CUBS) and the importance of developing a professional network is emphasised with regular guest lectures, workshops and masterclasses scheduled throughout the course.

As a CIPD accredited course, students will use this programme as a launchpad for the development of their career.

CAREER & SKILLS INFORMATION

The CIPD professional map sets out standards for HR professionals in terms of skill acquisition, knowledge-building, and professional development.

This map is at the core of the programme and the content of the modules has been designed specifically with this in mind.

The programme equips students with the necessary skills and knowledge to develop a successful career in the HR domain.

Graduates of this programme have worked in HR roles across domestic and multi-national companies as well as in the public sector.

LEARNING OUTCOMES

On successful completion of this programme, students should be able to:

– Contribute strategically to the management and delivery of the HR function in their chosen organisation through appraising and applying appropriate theoretical perspectives;

– Provide an in-depth analysis of the impact of context on the formulation and delivery of HR strategy;

– Provide advice to key HR stakeholders on the management and development of staff at all levels;

– Engage in systematic investigation into HRM related business issues that demonstrate critical thinking and research skills;

– Analyse and evaluate the contribution of the HR professional to overall business and employee relationship management objectives;

– Deploy appropriate metrics and analytics to support organisational stakeholders in making, evidence-based informed decisions to enhance the overall effectiveness of an organisation's human resource function;

– Exhibit reasoned ethical and professional standard based behaviour that aligns with the legal and regulatory requirements relevant to human resource management;

– Communicate and work effectively to a high professional standard;

– Critically analyse the role of the HR function in designing, managing & developing workplaces that facilitate a positive work experience for all stakeholders

– Evaluate the contribution of different psychological tools used by the HR function to effectively manage individual, group & organisational issues.

Programme Code: **CKL50 (Full-time);
CKL56 (Part-time)**
Duration: **1 Year (Full-time);
2 Years (Part-time)**
Teaching Mode: **Classroom**
Qualification: **MSc**
NFQ Level: **Level 9**

PRACTICALITIES & ASSESSMENT

Practicalities
Students must complete the following modules

– Managing Human Resources Strategically

– Business Case for Analytics

– HRM in a Global Context

– Developing Skills for Business Leadership

– Creating Healthy Workplaces

– Managing the Employment Relationship

– Leadership & Management Development

– Talent Management & Development

– Psychology at Work

– Applied Research Methods

– Applied Research Project

Modules are scheduled to run from lunch-time to evening, twice a week a semester for full-time students and once a week a semester for part-time students.

Assessment
A variety of approaches to assessment are used in this programme. While a small number of formal written examinations must be undertaken the broad choice of assessment adopted in the programme is designed to help develop the professional skills needed in a HR career. Assessment includes presentations, role plays and negotiations, organisational analysis, report compilation, etc.
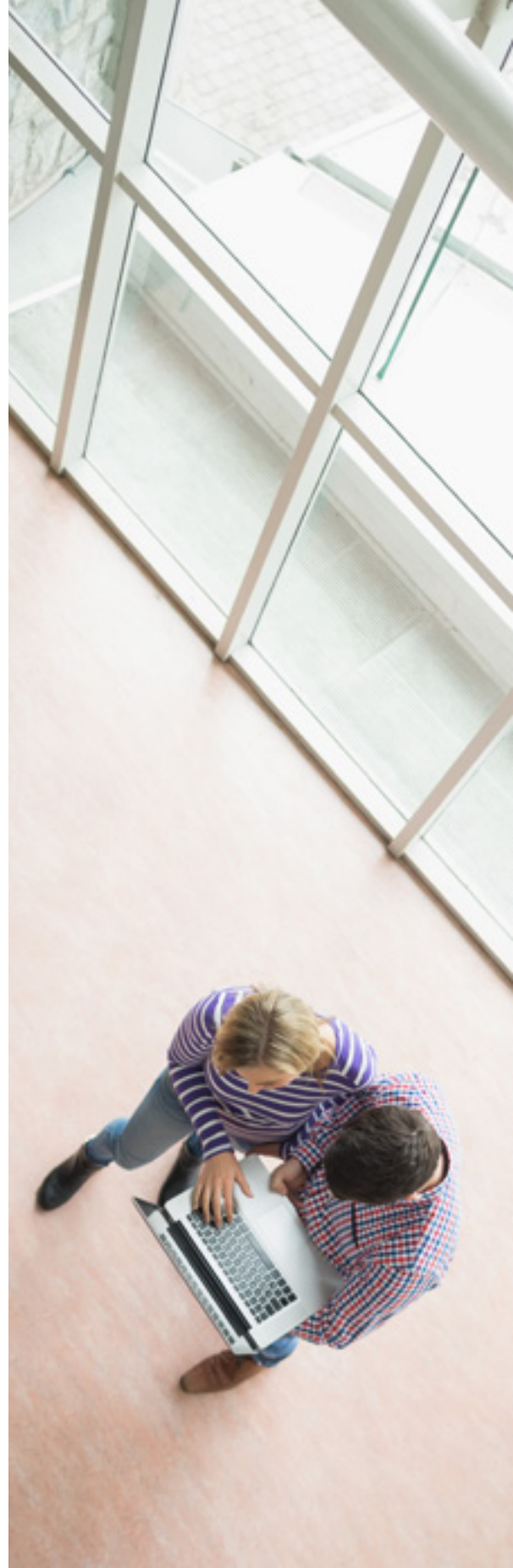
Irish/EU Students

Applicants must have:

– Minimum 2H1 primary degree [NFQ Level 8] or equivalent (e.g. Higher Diploma)

- Applicants who do not meet the minimum primary degree requirement will be considered on the basis of other qualifications and relevant professional experience in the field of human resource management, industrial relations, training and development, employment policy, or related field. An interview may form part of the application process in this regard.

English Language Requirement:

Applicants that are non-native speakers of the English language must meet the university approved English language requirements

For applicants with qualifications completed outside of Ireland

Applicants must meet the required entry academic grade, equivalent to Irish requirements

APPLICATION PROCESS

Application for this programme is online at the Postgraduate Application Centre **www.pac.ie/ucc** (PAC Codes: CKL50, Full-time; CKL56, Part-time)

For more information on the Programme:

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