

Human Resource Management with CIPD Pathway

The MSc HRM (with CIPD Pathway) offers a set of core modules, which provide access to CIPD membership and a greater focus on the development of professional managerial skills.

Study here and find out why the University of Birmingham was awarded The Times and The Sunday Times University of the Year 2013-14
<http://www.birmingham.ac.uk/news/latest/2013/09/20-sep-Birmingham-announced-as-University-of-the-Year.aspx>

Course fact file

Type of Course: Continuing professional development, taught

Study Options: Full time

Duration: 1 year full-time

Start date: September

Contact

For programme information please contact the Business School:

Tel: +44 (0)121 415 8273

Email: mscadmissions@lists.bham.ac.uk (<mailto:mscadmissions@lists.bham.ac.uk>)

For admissions enquiries please contact the Admissions Office:

Tel: +44(0)121 414 5488

Email: postgraduate@contacts.bham.ac.uk (<mailto:postgraduate@contacts.bham.ac.uk>)

[Birmingham Business School \(/schools/business/index.aspx\)](/schools/business/index.aspx)

[Management at Birmingham Business School \(/schools/business/departments/management/index.aspx\)](/schools/business/departments/management/index.aspx)

Details

The MSc HRM (with CIPD Pathway) has a stronger focus on HRM practice and skill development than the standard pathway. It is fully accredited by the Chartered Institute of Personnel and Development and provides access to membership of this professional body (www.cipd.co.uk (<http://www.cipd.co.uk>)).

Membership of the CIPD is widely regarded as providing a distinct advantage to those who wish to pursue a career in the fields of HRM and Employment Relations and is increasingly seen as an essential requirement. The CIPD currently has 135,000 members and job advertisements for HRM posts frequently make reference to the need for CIPD membership. CIPD status is nationally recognised in the UK but is increasingly recognised on an international basis (see <http://www.cipd.co.uk/global/> (<http://www.cipd.co.uk/global/>)).

This pathway meets the CIPD's Advanced level criteria enabling those that have successfully completed and passed the pathway to apply for Associate and then Chartered level membership depending on their HR role/level and experience. The CIPD charges a student membership fee (currently £170). Associate and Chartered membership levels are granted by the CIPD. The modules included in the pathway are detailed below. There are no electives, as students need to complete and pass each module.

The programme pathway comprises 180 credits in total. The taught elements of the programme amount to 120 credits and the dissertation 60 credits.

Modules on the MSc HRM with CIPD Pathway

Semester 1

- [Human Resource Management \(/postgraduate/courses/taught/business/msc-hrm-modules/human-resource-management.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/human-resource-management.aspx) (20 credits)
- [International Perspectives on Industrial Relations \(/postgraduate/courses/taught/business/msc-hrm-modules/international-perspectives-industrial-relations.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/international-perspectives-industrial-relations.aspx) (10 credits)
- [Training Development \(/postgraduate/courses/taught/business/msc-hrm-modules/training-development.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/training-development.aspx) (10 credits)
- [Leading and Managing within Organizations \(/postgraduate/courses/taught/business/msc-hrm-modules/leading-managing-organizations.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/leading-managing-organizations.aspx) (10 credits)

Semester 2

- [International Human Resource Management \(/postgraduate/courses/taught/business/msc-hrm-modules/international-human-resource-management.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/international-human-resource-management.aspx) (10 credits)
- [Researching Work, Employment and Employee Relations \(/postgraduate/courses/taught/business/msc-hrm-modules/researching-work-employment-employee-relations.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/researching-work-employment-employee-relations.aspx) (20 credits)
- [Leadership Development \(/postgraduate/courses/taught/business/msc-hrm-modules/leadership-development.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/leadership-development.aspx) (10 credits)
- [Change Management \(/postgraduate/courses/taught/business/msc-hrm-modules/change-management.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/change-management.aspx) (10 credits)

The [CIPD Skills Pathway \(/postgraduate/courses/taught/business/msc-hrm-modules/cipd-skills-pathway.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/cipd-skills-pathway.aspx) Pathway module (20 credits) runs across semesters 1 and 2.

By the end of the programme you will have a high standard of knowledge and understanding of the current practical, intellectual and policy challenges facing practitioners in the field of human resource management. These include:

- The relationship between HRM and business strategy
- The impact of HRM on company performance
- The challenge of developing HRM strategies in an international context
- The implications of new individual and collective employment rights
- Managing change and introducing new forms of work organisation
- Ensuring that employees are equipped with the necessary skills and knowledge.

In addition, you will be eligible to apply for membership of the CIPD at either Associate or Chartered level.

Modules

Semester 1

- **[Human Resource Management \(/postgraduate/courses/taught/business/msc-hrm-modules/human-resource-management.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/human-resource-management.aspx)** (20 credits)
- **[International Perspectives on Industrial Relations \(/postgraduate/courses/taught/business/msc-hrm-modules/international-perspectives-industrial-relations.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/international-perspectives-industrial-relations.aspx)** (10 credits)
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- **[Leading and Managing within Organizations \(/postgraduate/courses/taught/business/msc-hrm-modules/leading-managing-organizations.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/leading-managing-organizations.aspx)** (10 credits)

Semester 2

- **[International Human Resource Management \(/postgraduate/courses/taught/business/msc-hrm-modules/international-human-resource-management.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/international-human-resource-management.aspx)** (10 credits)
- **[Researching Work, Employment and Employee Relations \(/postgraduate/courses/taught/business/msc-hrm-modules/researching-work-employment-employee-relations.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/researching-work-employment-employee-relations.aspx)** (20 credits)
- **[Leadership Development \(/postgraduate/courses/taught/business/msc-hrm-modules/leadership-development.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/leadership-development.aspx)** (10 credits)
- **[The Management of Change \(/postgraduate/courses/taught/business/msc-hrm-modules/change-management.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/change-management.aspx)** (10 credits)

The **[CIPD Skills Pathway \(/postgraduate/courses/taught/business/msc-hrm-modules/cipd-skills-pathway.aspx\)](/postgraduate/courses/taught/business/msc-hrm-modules/cipd-skills-pathway.aspx)** Pathway module (20 credits) runs across semesters 1 and 2.

Fees and funding

£8,560 (UK/EU), £17,075 (overseas).

Please check with the School for the latest fees information. Fees include £550 CIPD fee.

Learn more about **[fees and funding \(http://www.birmingham.ac.uk/students/fees/postgraduate/fees.aspx\)](http://www.birmingham.ac.uk/students/fees/postgraduate/fees.aspx)**

[Business School Scholarships may be available \(http://www.birmingham.ac.uk/schools/business/courses/masters/postgraduate-scholarships.aspx\)](http://www.birmingham.ac.uk/schools/business/courses/masters/postgraduate-scholarships.aspx)

International students can often gain funding through overseas research scholarships, Commonwealth scholarships or their home government. See **<http://www.birmingham.ac.uk/international/students/finance/scholarships/index.aspx>** (**<http://www.birmingham.ac.uk/international/students/finance/scholarships/index.aspx>**)

For further information contact the School directly or **[www.studenthelp.bham.ac.uk \(http://www.studenthelp.bham.ac.uk/\)](http://www.studenthelp.bham.ac.uk)**.

Entry requirements

At least an upper second-class degree or postgraduate diploma from a UK university or equivalent.

English language scores of 7.0 IELTS (no less than 6.5 in any band), 95 TOEFL (with no less than 22 in any band), or 67 (in all skills) Pearson Academic Test of English are required.

Please note that TOEFL IBT will only be accepted for applicants who do not require a Tier 4 visa to study with us.

If you are currently studying at a Chinese university, please view our **[specific entry requirements including our list of acceptable universities for further study at Birmingham \(http://www.birmingham.ac.uk/International/students/country/China/index.aspx\)](http://www.birmingham.ac.uk/International/students/country/China/index.aspx)**.

How to apply

When clicking on the Apply Now button you will be directed to an application specifically designed for the programme you wish to apply for where you will create an account with the University application system and submit your application and supporting documents online. Further information regarding how to apply online can be found on the **[How to apply pages \(http://www.birmingham.ac.uk/students/courses/postgraduate/apply-pg/index.aspx\)](http://www.birmingham.ac.uk/students/courses/postgraduate/apply-pg/index.aspx)**

[Apply now \(https://pga.bham.ac.uk/lpages/COS139.htm\)](https://pga.bham.ac.uk/lpages/COS139.htm)

Related links

[Human Resource Management MSc \(/postgraduate/courses/taught/business/human-resource-management.aspx\)](/postgraduate/courses/taught/business/human-resource-management.aspx)



Assessment methods

A number of methods of assessment are used in the Business School, including assignments, group work, presentation, and examinations. The method(s) of assessment for each module will be detailed in the Module Description.

The most common forms of assessment used are written assignments and exams, and information on these is given below. Help and guidance on other forms of assessment will be given in the module in which they are used.

Employability

Careers in Business is a dedicated service for postgraduate Business School students. We support you in planning your career, deciding upon your job seeking strategies, making applications, preparing for interviews and assessment centres and developing your skills.

At the start of your programme you will receive an email from the Careers in Business team giving details of how you can access Careers in Business Online. If you require any further information or support with accessing Careers in Business Online, please contact us.

Career Development Advice

Consultants provide an individual advice service to help you realise your career objectives. These appointments commonly focus on:

Career Review and Objective-setting

- Job seeking strategies
- CV Review or Application Advice
- Interview and Selection Advice
- Working in the UK
- International Work Enquiries

Skills Coaching

A Skills Development Consultant is available to support you in developing personal skills such as team working, leadership, presentations and interpersonal skills. Individual 45 minute appointments can be made through Careers in Business Online

Liaison with employers

The Employer Liaison Team undertakes initiatives to attract employment/project opportunities into the Business School. Information about vacancies and other openings will be made available on Careers in Business Online and on Business School noticeboards as well as through the Careers and Employability Centre vacancy database at www.as.bham.ac.uk/careers (<http://www.as.bham.ac.uk/careers>).

There is also an opportunity to meet with the members of the Employer Liaison team, via referral from one of the Careers Consultants. Upon referral, the team will be happy to discuss and explore careers openings with you and summer project opportunities if your course allows for this.

Students keen to meet with a member from the Employer Liaison Team should first book an appointment with a Careers Consultant through Careers in Business Online

Careers Events and Workshops

A range of career management, personal development and employer events are run each year to help students make the most of the opportunities open to them after graduation. They are advertised via Careers in Business Online, leaflets, noticeboards, email and on WebCT. Sign up to events to find out about employment opportunities, develop your skills and network with professionals in various fields.

Using the Careers and Employability Centre

Postgraduate students in the Business School are very welcome to use the services provided by the Careers and Employability Centre such as online vacancy listings, employer presentations and fairs and accessing online careers information. You should use the Careers in Business team for individual appointments, CV checking, mock interviews and other job search related activities. Full details of the services available through the Careers and Employability Centre can be obtained from www.as.bham.ac.uk/careers (<http://www.as.bham.ac.uk/careers>).