

**PROGRAMME DETAILS**

**Programme Code:** C187-HRM

**Department:** Business Management

**Main Award:** MSC - Master of Science

**Full Award Title:** Master of Science in International Business Management with Human Resource Management

**Level:** Postgraduate Taught

**LOCATION OF STUDY**

Edinburgh	Y	Scottish Borders	N	Orkney	N
Dubai	Y	Malaysia	N	Approved Learning Partner	N
Independent Distance Learners	N	Collaborative Learning Partner	N	Other	N

**ASSOCIATED AWARDS**

Programme Code	Award	Title
C103-ZZZ	PGCERT	Postgraduate Certificate in International Business Management
C185-HRM	PGDIP	Postgraduate Diploma in International Business Management with Human Resource Management
C187-HRM	MSC	Master of Science in International Business Management with Human Resource Management

**ACCREDITATION**

N/A

**LEARNING OUTCOMES – SUBJECT MASTERY**

**Understanding, Knowledge and Cognitive Skills**

Define and explain key terms and parameters within the required disciplines.

Be aware of a range of theories and models available for supporting and understanding a range of issues and problems within international business management and HRM

Critically evaluate the roles of business management and HRM within the international context including how policies, programmes, strategies, and resources are developed, selected and implemented.

**Scholarship, Enquiry and Research (Research Informed Learning)**

Identify and specify exact boundaries to international business and HRM problems.

Apply problem-solving skills to various international business and HRM scenarios.

Generate strategic options for resolving international business problems with reference to HRM

Use independent research using a range of library and practitioner resources.

**LEARNING OUTCOMES – PERSONAL ABILITIES**

**Industrial, Commercial and Professional Practice**

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Apply selectively and appropriately a range of tools and techniques, and how they can be used for planning and control, and to facilitate decision-making.

Be critically aware of a range of industrial contexts and practices.

### **Autonomy, Accountability and Working With Others**

Demonstrate effective working within a team environment.

Demonstrate effective working independently.

Reflect critically upon the process of learning and identify areas for continued professional development.

### **Communication, Numeracy & Information and Communications Technology**

Communicate equally effectively by written and verbal means.

Apply ICT resources for maximising impact.

Undertake critical evaluation of a wide range of graphical and numerical data.

### **APPROACHES TO TEACHING AND LEARNING**

Teaching will consist of a mixture of lectures, tutorial and seminar activity involving multiple modes of learning (e.g. case study, workshop, research paper, electronic formats) with supportive infrastructures (e.g. computer laboratory; electronic software resources; etc.) and all lectures and appropriate materials will be available via a VLE for students to download.

### **EDUCATIONAL AIMS OF THE PROGRAMME**

The MSc International Business Management with Human Resource Management programme has been designed to offer students a coherent programme of study, providing sufficient coverage of international business management and HRM to enable graduates to proceed to professional and managerial careers in private, public and third sector business for which the skills acquired through postgraduate study are valuable. Further, there is sufficient rigour to the teaching and learning to enable graduates to progress to research training in cognate disciplines. Students take six mandatory courses which cover the international business management field and also provide input on specialist HRM-related areas. There is also sufficient flexibility in provision for students to develop other areas of associated interest via optional courses. In the Masters dissertation students are expected to pursue a topic related to international business management and HRM. The programme meets the criteria of the Scottish Credit and Qualifications Framework for progression to intermediate and final awards, and it also draws on the Quality Assurance Agency benchmarking statement to ensure that content and learning outcomes are broadly comparable with that of programmes offered in similar institutions.

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The programme is designed to facilitate the return to university study, is informed by recent developments in research, encourages the development of professional, transferable skills and supports the transition into employment upon graduation. Specifically, the core of each course is designed to ensure that students develop the key skills and knowledge appropriate to this level of study for this subject area. The range of options, including the dissertation, provides flexibility for students, allowing them to pursue their particular interests. The programme also has a strong international flavour, resulting from international recruitment and the teaching and research interests of the teaching team. Students entering the programme have opportunities to develop scholarship skills, undertake professional and employability development, and engage in the practice of reflective learning. The programme exists within a family of MSc International Business Management

**ASSESSMENT POLICIES**

Assessment will comprise a mixture of formative and summative assessment. Formative assessment involves giving informal feedback with the objective of offering incremental advice to help students progress and achieve a given standard. Summative assessment is offered for evaluating their contribution and overall performance for each course, and is the grade that is taken forward towards progression to the MSc award. The programme uses a range of assessment types across its component courses including presentations, written reports and classroom exercises that may be undertaken individually or in groups. There will be a blend across the programme of coursework and examination for summative assessment. Reassessment for taught courses will be by examination or by coursework according to the course descriptor.

**PROGRAMME STRUCTURE**

**Mandatory Courses**

Edinburgh	SBC	Orkney	Dubai	HWUM	IDL	Coll. Partner	ALP	Other	Stage	Semester	Phase	Course Code	CourseTitle	SCQF Cr	SCQF Lvl
X			X						1	1		C11CS	<a href="#">Competitive Strategy</a>	15	11
X			X						1	1		C11IB	<a href="#">International Business Context</a>	15	11
X			X						1	1		C11OH	<a href="#">Work Culture &amp; Organisations</a>	15	11
X			X						1	2		C11BU	<a href="#">Research Philosophy and Practice</a>	15	11
X			X						1	2		C11HR	<a href="#">Human Resource Management</a>	15	11
X			X						1	2		C21BE	<a href="#">Business Economics</a>	15	11
X			X						1	3		C11BM	<a href="#">Dissertation</a>	60	11

**Optional Courses**

Edinburgh	SBC	Orkney	Dubai	HWUM	IDL	Coll. Partner	ALP	Other	Stage	Semester	Phase	Course Code	CourseTitle	SCQF Cr	SCQF Lvl
X			X						1	1		C11BC	<a href="#">Management Consultancy</a>	15	11
			X						1	1		C11DI	<a href="#">Managing Disruptive Innovation</a>	15	11
			X						1	1		C11DT	<a href="#">Managing Digital Transformation</a>	15	11

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X		X				1	1	C11FS	<a href="#">Fundamentals of Lean Six Sigma</a>	15	11
X		X				1	1	C11IC	<a href="#">Contemporary Business Technology</a>	15	11
X		X				1	1	C11LC	<a href="#">The Legal Context of Work</a>	15	11
X		X				1	1	C11LD	<a href="#">Leadership</a>	15	11
X		X				1	1	C11MG	<a href="#">Marketing</a>	15	11
X						1	1	C11MP	<a href="#">Measuring and Managing Performance</a>	15	11
X		X				1	1	C11OE	<a href="#">Operations Management</a>	15	11
X		X				1	1	C31FN	<a href="#">Financial Analysis</a>	15	11
X						1	2	C11DB	<a href="#">Managing Diversity in Business</a>	15	11
		X				1	2	C11DN	<a href="#">Data Analytics for Innovation</a>	15	11
X		X				1	2	C11GB	<a href="#">Global Purchasing and Supply</a>	15	11
X		X				1	2	C11ME	<a href="#">Quality Management</a>	15	11
X		X				1	2	C11NA	<a href="#">Network Analysis for Business</a>	15	11
X		X				1	2	C11PA	<a href="#">Project Management</a>	15	11
X						1	2	C11SK	<a href="#">Sustainable Marketing</a>	15	11
		X				1	2	C11SU	<a href="#">Sustainable Project Management</a>	15	11

**COMPOSITION NOTES(PG)**

8 taught courses (6 mandatory + 2 optional) plus a dissertation.

The dissertation will be positioned within the subject area of International Business Management with Human Resource Management and the title will be agreed by the programme director and dissertation supervisor.

**Other Award Requirements:-**

Master (Distinction): At least 6 courses at  $\geq 60\%$ , (Grade B). No course with grade D, E or F (at any assessment opportunity).

Master: At least 6 courses at  $\geq 50\%$  (Grade C) and dissertation at minimum grade C. No course with grade E or F.

Diploma (Distinction): At least 6 courses at  $\geq 60\%$  (Grade B). No course with grade D, E or F (at any assessment opportunity).

Diploma: At least 6 courses at  $\geq 40\%$  (Grade D). No course with grade F.

Certificate: At least 4 courses, degree subject-specific at  $\geq 40\%$ , (Grade D).

Mandatory Credits	90
Optional Credits	30
Elective Credits	0
Dissertation Credits	60
Total	180

**AWARDS, CREDITS AND CRITERIA(PG)**

Awards, Credits and Levels

	Overall Credits	Specific Requirements
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**C187-HRM Master of Science in International Business Management with Human Resource Management**

Masters Degree	180	180 SCQF credits including a minimum of 150 credit at Level 11
Postgraduate Diploma	120	120 SCQF credits including a minimum of 90 credit at Level 11
Postgraduate Certificate	60	60 SCQF credits including a minimum of 40 credit at Level 11

**Award Requirements**

	Total Course Passes	Overall Mark	Overall Grade	Basis of Overall Mark/Grade
Master (Distinction)	8+Dissertation	70	A	Credit Weighted Average greater than or equal 70% over 8 courses at grades A-C plus a Dissertation at grade A.
Master	8+Dissertation	50	C	Credit Weighted Average greater than or equal 50% over 8 courses at grades A-D plus a Dissertation at minimum grade C.
Diploma (Distinction)	8	70	A	Credit Weighted Average greater than or equal 70% over 8 courses at grades A-C
Diploma	8	40	D	Credit Weighted Average greater than or equal 40% over 8 courses at grades A-E
Certificate	4	40	D	Credit Weighted Average greater than or equal 40% over 4 courses at grades A-E

**DURATION OF STUDY**

IN MONTHS	Full-time	Part-time
Masters	12	24
Diploma	9	15
Certificate	6	12

**RE-ASSESSMENT (PG)**

1. A student who has been awarded a Grade E or F in a course may be re-assessed in that course. A student who has been awarded a Grade D in a course may be re-assessed in that course in order to proceed to or be eligible to receive the award of Masters.
2. A student shall be permitted only one re-assessment opportunity in a maximum of three taught courses. The opportunity for re-assessment in four or more taught courses shall be at the discretion of the Progression Board.
3. Any further re-assessment opportunities in a course will require the approval of the Postgraduate Studies Committee.
4. A student may be permitted, at the discretion of the Progression Board, to be re-assessed in the dissertation, project or other supervised research component of the course of study.

**PROGRESSION TO DISSERTATION/PROJECT**

In accordance with University Regulations, to progress to Masters level a minimum of Grade C is required