



Course Specification

MBA International Human Resource Management

LONT029

(Part-Time Delivery: LONT026P)

MBA International Human Resource Management (Online)

LONT090

Academic Year 2021-22

Coventry University London

Please note: This specification provides a concise summary of the main features of the course and the learning outcomes that a typical student might reasonably be expected to achieve and demonstrate if s/he takes full advantage of the learning opportunities that are provided.

More detailed information on the learning outcomes, content, and teaching, learning and assessment methods of each module can be found in the Module Information Directory (MID), student module guide(s) and the course handbook.

The accuracy of the information contained in this document is reviewed by the University and may be verified by the Quality Assurance Agency for Higher Education.

PART A Course Specification (Published Document)
MBA International HRM

1. Introduction

The MBA International Human Resource Management is an exciting, vibrant and intensive course. This course aims to prepare students for successful careers in the strategic management and to prepare them to undertake the development of people in the complex and fast-changing environment of the contemporary workplace. Furthermore, the course aims to provide a framework within which students can develop an analytical understanding of international business in the context of a changing environment.

There are two modes of study:

1. Campus based Mode: Full-Time or Part-time Study
2. Online Mode: This is offered by Part-time Mode Only and delivery of the course will be completely through an online platform. All lectures and seminars will be delivered online and can be accessed at any time by the learners.

No blended learning option is available on the course as yet. **Only the campus-based course is approved by the CIPD for a level 7 Advanced Diploma in Human Resource Management.**

Mode

Campus-based MBA IHRM:

Students study at the London campus, either full-time for one year or part-time for two years attend all lectures and seminars at the London Campus. Students learn about business in the heart of one of the most successful business and financial centres in the world. Launched in 2010 and located in the City of London, we are minutes away from the Bank of England and the London Stock Exchange, and are surrounded by several blue - chip companies.

Upon successful completion, participants are awarded an approval letter from the Chartered Institute of Personnel and Development (CIPD), the Advanced Diploma in HRM, subject to registering as a CIPD Member (membership fees apply).

Online MBA IHRM:

A part-time course is available online. Using a recognised and established online learning platform, students will have the opportunity to study equivalent modules as peers on campus, with the flexibility to study at a suitable pace and time. This mode of study enables working and busy individuals to gain a qualification relevant to their sector whilst accommodating individual and professional circumstances. The course is open to international, as well as UK based students meaning it offers a truly global learning experience. This inclusive approach provides access to students around the world, adding context and detail to group working tasks and peer reviews. Online seminars and scheduled group discussions provide an interactive and immersive environment combined with the availability of subject specific content and discussion forums at all times online. This enables a learning opportunity similar to the campus-based delivery.

Future Prospects (Both Modes)

The MBA International Human Resource Management aims to develop the powers of analysis, clear perspectives on strategy and strategic thinking, and highly effective communication and research skills. All of which are demanded by employers in private, public, and third sector organisations around the world. Typical alumni destinations include positions in generalist HR

roles, HR business partners, roles in recruitment, learning and talent development. Alumni have also successfully progressed onto PhD courses within the UK or USA.

Student Experience

Campus-based:

At the start of the course, students are given a comprehensive course induction and are introduced to their Course Director and the support services at Coventry University London. Lectures and Seminars are delivered by academics who are accredited by the Chartered Institute of Personnel and Development (CIPD) who have extensive experience working in industry. The course team will work hard to connect the learners with opportunities for work experience and other chances to mix with employers, including participation in UK and international field trips. The course is infused with practical HR assessments such as creating a performance management and reward management system, a resourcing and talent management strategy, a live training workshop, a learning and development strategy for a global client and an employee engagement survey. The course is regularly rated at 85% and above for student satisfaction and offers a truly multi-cultural global experience with students joining from over 50 countries.

Online:

Ensuring connectivity and interest is paramount to the Online Student Experience team. Upon entry to the course, students will be greeted by a dedicated Student Experience Officer who will guide and support the students throughout their learning journey. They will help the students to understand the learning platform, guiding them towards important information about resources and assessments and most importantly be there for any individual queries from the students. Alongside the student experience officers, each student will have access to a Progress Coach, these individuals help students to understand academic study skills including but not inclusive of; referencing, paraphrasing, video presenting, assessment structure and critical analysis. The Progress Coach is also there to support with pastoral needs such as; time keeping, engagement strategies and confidence building of learners.

Employability

Campus-based:

Students receive the opportunity to undertake consultancy and internship placements in HR departments at notable London organisations. Previous projects have included developing employee handbooks for government bodies, designing an employee retention policy and delivering recommendations on how to improve the recruitment and selection processes for international organisations. There is also business start-up advice and support during the course if a student wishes to start a business.

Online:

Studying this course online will not only develop knowledge, skills and experience in International Human Resources, but also prove to any employer or individual the digital literacy is of a standard which enabled the student to complete a post graduate degree in a digital format. Enhanced digital literacy is one of the top 3 most sought-after skills for employers today and therefore this course contributes to increasing the skills portfolio of the participants. The online platform provides links to career-building and employability tools that can be accessed at appropriate times by online learners.

**Professional Body Accreditation (On-Campus only)
Approved by the CIPD**

The on-campus course has been approved by the Chartered Institute of Personal and Development (CIPD). The CIPD is the professional body for HR and people development. It has a community of more than 130,000 members internationally working in HR, learning and development, people management and consulting across private businesses and organisations in the public and voluntary sectors. As an independent and not for profit organisation, CIPD is committed to champion better work and working lives for the benefit of individuals, businesses, economies and society. The CIPD brings together extensive research and thought leadership, practical advice and guidance, professional development and rigorous professional standards to drive better capabilities and understanding in how organisations of all kinds operate and perform, and in how they manage and develop their people. This course is taught by industry-trained academics and members of the CIPD.

On successfully passing the course, students will receive a letter of approval confirming the standards of the Level 7 Advanced Diploma in Human Resource Management* have been met.

*When successfully completing specific modules during the MBA course and on registering as a CIPD member (membership fees apply) **CMI accredited**

Students on campus possess the opportunity to obtain the Chartered Management Institute (CMI) level 7 Certificate in Strategic Management and Leadership*

*When successfully completing two specific modules during the MBA course. Subject to registering as a CMI member: CMI membership fees apply.

2 Available Award(s) and Modes of Study

Title of Award	Mode of attendance	UCAS Code	FHEQ Level
Master of Business Administration (MBA): International Human Resource Management Fall-back Awards: Postgraduate Diploma in International Human Resource Management Postgraduate Certificate in International Human Resource Management	One academic year full-time (On Campus only); OR Two years part-time (Study on campus or online)	N/A	Level 7/M Level

3 Awarding Institution/Body	Coventry University
4 Collaboration	None
5 Teaching Institution and Location of delivery	Coventry University London Coventry University - online

6 Internal Approval/Review Dates	Date of approval: 01/2017 Date for next review: Academic year TBC
7 Course Accredited by	<p>The campus-based course has been mapped to the requirements of the Chartered Institute of Personnel and Development (CIPD). Students who pass specific modules on their way to achieving the full qualification can be awarded the Level 7 Advanced Diploma in Human Resource Management, subject to registering as a CIPD member. To benefit from this, successful students will need to register with the CIPD and pay their relevant membership fee.</p> <p>The campus-based course has been mapped to the requirements of the Chartered Management Institute (CMI). Students who pass two specific modules on their way to achieving the full Coventry University London qualification can be awarded the CMI Certificate Level 7 Strategic Management and Leadership, subject to registering as a CMI member. To benefit from this, successful students will need to register with the CMI and pay their relevant membership fee.</p>
8 Accreditation Date and Duration	CMI: 12th September 2015 – N/A CIPD: 7 th April 2016 – Duration is for 5 years.
9 QAA Subject Benchmark Statement(s) and/or other external factors	<p>Particular note has been taken of the QAA Benchmark Statements for Masters Awards in Business and Management (2015) and, where appropriate, learning outcomes are cross-referenced to the report. However, the minimum requirement for students to possess at least two years' work experience will be waived where appropriate.</p> <p>QAA Master's Characteristics https://www.qaa.ac.uk/docs/qaa/quality-code/master's-degree-characteristics-statement.pdf?sfvrsn=6ca2f981_10</p> <p>Subject Benchmark statements can be found at: http://www.qaa.ac.uk/assuring-standards-and-quality/the-quality-code/subject-benchmark-statements/masters-degree-subjects</p>
10 Date of Course Specification	July 2021
11 Course Director	Roopa Nagori
12 Outline and Educational Aims of the Course	
<p>The MBA in International Human Resource Management has been specifically designed to provide candidates with the necessary skills and tools to become a successful HR professionals. The course is aligned to CIPD learning outcomes with modules focusing on enhancing specific HR behaviours, knowledge and skills. Modules are designed to challenge our students to learn making decisions and taking ownership of their learning. The course will make use of an action learning approach which is focused on group work, business simulations and real -world activities such as live projects, all of which are underpinned by analysis and synthesis. During the</p>	

course, students get to develop and practice their own recruitment and talent management campaign, create a bespoke training programme and create an employee engagement strategy. Learners also receive the opportunity to analyse international HR issues with colleagues based in institutions in other countries. Global group work and peer to peer reviews provide exceptional exposure to international differences in practice.

The course will develop students as individuals who are well-equipped to meet the HR leadership challenges of the future. They will, therefore, emerge from the course with well-developed powers of analysis, clear perspectives on strategy and strategic thinking, and highly effective communication and research skills, all of which are demanded by employers in the private, public, and third sectors.

General Objectives:

PG Certificate

- Provide the framework within which students can develop an analytical understanding of international business in the context of a changed environment;
- Foster in students a commitment to personal development, a reflective style of management and a responsibility for their own learning.

PG Diploma

- Provide students with the opportunities to develop a range of skills and the ability to apply a variety of international business tools and techniques in real-world HR scenarios;
- Stimulate a proactive approach to organisational issues that illustrate an understanding of the impact of the changing international environment and the context within which international HR managers and organisations operate.

Masters

- Encourage students to demonstrate their capacity to enact the principles of change management and become effective change agents in international organisations;
- Provide students with well-developed powers of analysis, strategic approaches and communication skills to meet the HR leadership challenges of the future.

13 Course Learning Outcomes

A student who successfully completes the course will have achieved the following Course Learning Outcomes:

- LO1: Evaluate the impact of contextual forces on organisations including legal systems, ethical, economic, environmental, social and technological change issues, international developments and corporate governance in a range of business and HR contexts.
- LO2: Assess organisational strategies and practices in relation to their response to diverse markets and customers, the development and operation of markets for resources, goods and services, measuring the expectations of customers and equivalent stakeholders and making judgements about service and orientations from the perspective of a manager and HR Business Partner.

- LO3: Evaluate the concepts, processes and institutions in the production and marketing of goods and/or services to maximise the management of resources and efficiency of operations in a range of international business and HR contexts.
- LO4: Appraise the financing of the business enterprise or other forms of organisations by examining the sources, uses and the management of finance and accounting practices for managerial and financial reporting, and their applications for the efficient management of HR costs.
- LO5: Assess the theories and practices in the management and development of people within international organisations interpreting relevant data and research from organisations, organisational behaviour, industrial/employee relations, human resource management, and change management to resolve contemporary people issues and formulate a critical assessment of own professional practice.
- LO6: Evaluate the uses and limitations of a range of research methods/techniques relevant for the HR/HRD discipline, both qualitative and quantitative, to investigate a complex HR issue and communicate their strengths and weaknesses for providing information and evaluating options in a VUCA (Volatile, Uncertain, Complex and Ambiguous) environment.
- LO7: Appraise the development, management and exploitation of relevant information systems and technologies and their impact on communication in organisations within an international knowledge-based economy from a range of HR contexts.
- LO8: Collaborate with and lead diverse teams to creatively develop appropriate business policies and HR strategies within a changing context and justify the benefits to meet stakeholder interests.

14 Course Structure and Requirements, Levels, Modules, Credits and Awards

Modules within the course, the levels at which they are studied, their credit value, status (whether mandatory or options), and pre/co requisites are identified in the table below. Also indicated are the course learning outcomes that are served within each module.

On this course, you may be able to switch between studying on campus and studying online at certain points of the academic year, subject to availability. Request processes and restrictions apply. A change in study mode is likely to have visa and/or student finance implications. If you have commenced your studies online after having been refused a UK visa or had a request for sponsorship declined by Coventry University, you will not be eligible to switch between study modes.

The course has been devised as a one-year full-time course (on campus) and it may also be taken part-time (two years on campus and online). It is constructed on the basis of a modular framework of 180 credits.

While students studying the course online will complete the dissertation module (M030LON) in the final term, the course offers a range of final-term project options in term 3 for students on campus, giving them the opportunity of preparing for their individual career path after graduation:

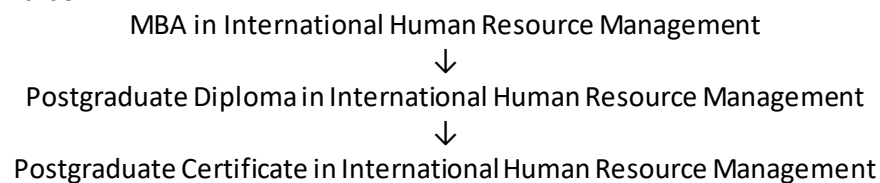
- M027LON Internship
- M028LON Global Business Simulation
- M029LON Group Consulting Project
- M030LON Dissertation
- M034LON Individual Consulting Project
- M060LON Entrepreneurship – Developing a Business Plan
- M062LON International Human Resource Management Simulation

Students on campus who pass modules M115LON and M003LON can be awarded the CMI

Certificate Level 7 Strategic Management and Leadership, subject to registering as a CMI member. CMI membership fees apply.

This course has been mapped to the requirements of the Chartered Institute of Personnel and Development (CIPD). Students on campus who pass specific modules on their way to achieving the full qualification can be awarded the Level 7 Advanced Diploma in Human Resource Management, subject to registering as a CIPD member. To benefit from this, successful students will need to register with the CIPD and pay their relevant membership fee.

Cascade of Awards:



A student who obtains 180 credits at M level/Level 7 including the final term capstone project will be awarded a Masters of Business Administration, International Human Resource Management.

A student who has achieved 120 credits overall at M level/Level 7 will be eligible for the award of a Postgraduate Diploma in International Human Resource Management.

A student who obtains 60 credits overall including at least one course-specific mandatory module at M level/Level 7 will be eligible for the award of a Postgraduate Certificate in International Human Resource Management. The course-specific mandatory modules in the MBA International Human Resource Management course are:

- M015LON Developing People
- M079LON Resourcing and Talent Management
- M085LON Employee Engagement
- M080LON Global HRM in Practice (Campus-based Course)
- M188LON Global HRM Perspectives (Online Course).

Explanation for the Cascade of Awards (Campus-based Course):

To be eligible for the Postgraduate Certificate in International Human Resource Management, the student should achieve at least 15 credits from one of the above course-specific mandatory modules. To be eligible for the Postgraduate Diploma in International Human Resource Management, the student should achieve a total of 120 credits from the Mandatory Modules other than the Final Term Capstone Project (Refer to Course Structure below.) To be eligible for the MBA in International Human Resource Management, the student must achieve 180 credits from all the modules on the course including the final term capstone project.

Explanation for the Cascade of Awards (Online Course):

Please note that the online course does not offer any optional modules.

To be eligible for the Postgraduate Certificate in International Human Resource Management, the student should achieve at least 15 credits from one of the above course-specific modules. To be eligible for the Postgraduate Diploma in International Human Resource Management, the student should achieve a total of 120 credits from the modules other than the Dissertation Module (Refer to Course Structure below.) To be eligible for the MBA in International Human Resource Management,

the student must achieve 180 credits from all the modules on the course including the Dissertation Module.

Course Structure: For Campus-based MBA IHRM						
Level	Module Code	Title	Credits	Status	Course Learning	Pre/Co-requisite
7	M115LON	Strategic Management	15	M	LO1, LO2, LO3	None
7	M003LON	Marketing in a Global Age	15	M	LO2, LO3	None
7	M004LON	Managerial Finance	15	M	LO4, LO7	None
7	M005LON	Leading in a Changing World	15	M	LO5, LO8	None
7	M015LON (Course-Specific Module)	Developing People	15	M	LO5, LO7	None
7	M079LON (Course-Specific Module)	Resourcing & Talent Management	15	M	LO7, LO8	None
7	M080LON (Course-Specific Module)	Global HRM Strategies	15	M	LO1, LO8	None
7	M085LON (Course-Specific Module)	Employee Engagement	15	M	LO5, LO7	None
Optional Modules	Select one of the two					
7	M001LON	Business and Management Research Methods	15	O	LO2, LO6	None
7	M059 LON	Entrepreneurship: Creating a Business Idea	15	O	LO2, LO6	None
Optional Project Modules end-of-the course	Select one of the seven as your final project module					
7	M030LON	Dissertation	45	O	LO1, LO2, LO3, LO4, LO5,	M001LON

					LO6, LO7, LO8	
7	M027LON	Internship	45	0	LO1, LO2, LO3, LO4, LO5, LO6, LO7, LO8	None
7	M029LON	Group Consulting Project	45	0	LO1, LO2, LO3, LO4, LO5, LO6, LO7, LO8	None
7	M034LON	Individual Consulting Project	45	0	LO1, LO2, LO3, LO4, LO5, LO6, LO7, LO8	None
7	M060LON	Entrepreneurship – Developing a Business Plan	45	0	LO1, LO2, LO3, LO4, LO5, LO6, LO7, LO8	M059
7	M062LON	International Human Resource Management Simulation	45	0	LO1, LO2, LO3, LO4, LO5, LO6, LO7, LO8	None
7	M028LON (Campus-based only)	Global Business Simulation	45	0	LO1, LO2, LO3, LO4, LO5, LO6, LO7, LO8	None

		TOTAL CREDITS	180			
Course Structure: For Online MBA IHRM						
Level	Module Code	Title	Credits	Status	Course Learning	Pre/Co-requisite
7	M115LON	Strategic Management	15	M	LO1, LO2, LO3	None
7	M003LON	Marketing in a Global Age	15	M	LO2, LO3	None
7	M004LON	Managerial Finance	15	M	LO4, LO7	None
7	M005LON	Leading in a Changing World	15	M	LO5, LO8	None
7	M001LON	Business and Management Research Methods	15	M	LO2, LO6	None
7	M015LON (Course-Specific Module)	Developing People	15	M	LO5, LO7	None
7	M079LON (Course-Specific Module)	Resourcing & Talent Management	15	M	LO7, LO8	None
7	M188LON (Course-Specific Module)	Global HRM Perspectives	15	M	LO1, LO8	None
7	M085LON (Course-Specific Module)	Employee Engagement	15	M	LO5, LO7	None
7	M030LON	Dissertation	45	M	LO1, LO2, LO3, LO4, LO5, LO6, LO7, LO8	M001LON
		TOTAL CREDITS	180			

