

MSc Human Resources and Organisations

Academic year: 2022 -2023

Programme documents detail the aims, learning strategies, structure and intended learning outcomes that students should achieve if they fully engage with the learning provided within the programme. The document is intended to support and inform prospective students, current students, academic and support staff, external stakeholders (such as PSRBs) and external examiners.

1. PROGRAMME INFORMATION	
Title of final award	MSc Human Resources and Organisations
Code	OUpm024
Awarding Body	Open University of Mauritius
Academic Unit	Business and Management
Programme Manager	Mrs Upasna Bhunjun Gokhool
Administrative contact point	TBC
Programme duration	Minimum 2 years Maximum 4 years
Total Credits	120
Credits per year	<i>Normally 60 credits per academic year Minimum number of credits that can be taken per semester is 20 Maximum number of credits that can be taken per semester is 40</i>
MQA NQF level	Level 9
EHEA level	Level 7
External Accreditors	Not applicable
Collaborative Partners	Not applicable.
Programme approval date	Tbc
Last revision	Not applicable

Last update	Not applicable
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2. ENTRY REQUIREMENTS	
General:	<p>General Entry Requirements under Direct Entry to Postgraduate Programmes</p> <p>Successful completion of an undergraduate degree with</p> <ul style="list-style-type: none"> • at least a Second Class or 50%, whichever is applicable or • a GPA not less than 2.5 out of 4 or equivalent, from a recognised Higher Education Institution. <p>Or</p> <p>an Ordinary Degree or a non-honours degree from a recognized University with at least two years of work experience in the relevant field which demonstrate that a candidate possesses appropriate knowledge and skills at a standard acceptable by the Academic Council.</p> <p>Or</p> <p>possesses a Bachelor’s degree with an award below a Second-Class degree from a recognised institution and has at least two years of relevant working experience.</p> <p>Or alternative qualifications acceptable to the Open University of Mauritius.</p> <p>Note: (1) Applicants may also be admitted based on special cases as mature students (Refer to section 4.9).</p> <p>(2) The two years of relevant work experience may be acquired either before or after the date mentioned in the Bachelor’s Degree.</p>
Programme specific:	None

3. PROGRAMME OVERVIEW	
Aims and objective of	The programme aims to:

<p>the programme:</p>	<ul style="list-style-type: none"> • Develop an understanding of the key knowledge and skills that are required by today's HR professionals in changing organisation settings • Develop the abilities of learners to think critically and analyse opportunities to improve organisational performance through human resources management policies, strategies and practices; • Enable learners to make ethical decisions based on human resource professional standards and practices that are in the best interest of the organisation and • Enable learners to develop, implement, and evaluate HR models and organisational development strategies aimed at promoting organisational effectiveness. <p>The programme provides learners with a comprehensive theoretical framework based on current and most recent theories in the field of people management. It develops expertise in the relevant empirical skills for learners to undertake an analysis of problems encountered in real-life situations.</p> <p>The overall aim of the programme is to impart the knowledge and skills that learners need for a successful career in HRM. The programme also aims at providing the proper theoretical grounding to inform learners about practice within the field of Human Resource Management.</p>
<p>Intended Learning outcomes:</p> <p>After successfully completing this programme student will be able to:</p>	
<p>Knowledge and understanding</p>	<p>K1: Identify and explain the key theoretical concepts of human resource management and their practical applications;</p> <p>K2: Acquire a basic understanding of the evolution of the HR related functions;</p> <p>K3: Develop a clear understanding of the theory and practice of Human Resource Planning systems</p> <p>K4: Develop an appreciation of the historical development of the training and development function;</p> <p>K5: Identify the major determinants of Performance Management System;</p> <p>K6: Acquire an in-depth overview of Employee and Labour Relations;</p> <p>K7: Define organisation development, and relate it to issues of organisational capacity building;</p> <p>K8: Explain the theoretical and practical understanding of talent management activities;</p> <p>K9: Identify the roles of leadership in knowledge management;</p> <p>K10: Identify the challenges facing those responsible for the creation, transfer and storage of organisational knowledge;</p> <p>K11: Explain how leaders influence and persuade others;</p> <p>K12: Understand the dimensions of change management;</p> <p>K13: Determine the relevance and importance of E-HRM</p> <p>K14: Differentiate between quantitative and qualitative data;</p>

	K15: Explain the theory and practices of international human resource management.
Cognitive skills	<p>C1: Discuss the different models of Strategic HRM and practices;</p> <p>C2: Determine the importance and relevance of Human Resource Planning</p> <p>C3: Analyse the reasons for under performance</p> <p>C4: Discuss the evolution of Performance Management System;</p> <p>C5: Analyse core issues, policies and practices surrounding employee relations and legal issues;</p> <p>C6: Utilise appropriate skills to undertake a range of day to day talent management functions;</p> <p>C7: Analyse the critical issues in leadership;</p> <p>C8: Adopt a critical and analytical approach to issues relating to learning, training and development;</p> <p>C9: Critically assess international development agencies approach to change management from an OD perspective;</p> <p>C10: Evaluate both challenges and contribution of HRM to the management of international organizations;</p> <p>C11: Analyse the role of social responsibility and business ethics in business decision making.</p> <p>C12: Explain the importance and role of corporate governance in sustaining competitive advantage;</p> <p>C13: Discuss the importance of Diversity Management in organisations.</p> <p>C14: Analyse the relevance and importance of E-HRM</p> <p>C15: Analyse contemporary issues in strategic HRM</p>
Practical/professional Skills	<p>P1: Apply the strategic model of human resource management to their organisation</p> <p>P2: Undertake the design and implementation of Human Resource Planning Management a diverse workforce;</p> <p>P3: Develop and implement a 360-degree feedback;</p> <p>P4: Develop and maintain effective working relationships with employees;</p> <p>P5: Design and implement Employment Relations policies and programmes;</p> <p>P6: Apply the principles of Training and development in the empowerment process;</p> <p>P7: Assess the OECD guidelines on corporate governance;</p> <p>P10: Discuss the impacts of Diversity in organisations.</p> <p>P11: Acquire the skills and knowledge necessary to undertake research projects in the field of HRM;</p> <p>P12: Utilise the main methodological approaches to management research</p>
Transferable skills	<p>T1: Develop a global mind-set;</p> <p>T2: Communicate ideas and arguments both in written formats and orally through formal presentations;</p> <p>T3: Demonstrate effective learning and research skills, including planning and self-management;</p> <p>T4: Develop independent thinking and leadership abilities;</p> <p>T5: Work effectively in teams, collaborating appropriately in all work environments.</p>

4. PROFESSIONAL, STATUTORY AND REGULATORY BODIES (where applicable)

Not applicable.

5. LEARNING AND TEACHING STRATEGY

Learning and teaching methods:

Students will be provided with opportunities to engage in a diverse range of learning environments so as to maximise their learning. The mode of delivery will be a blended mode. Students will interact with their tutors regularly through the e-platform and will have face to face interactions as well.

The e- platform will use the following tools:

- Online activities: for every unit covered in each module students will be given opportunities to complete interactive learning activities including discussion forums, quizzes, videos, webinars and problem-solving activities. Students will be encouraged to work independently but also to engage in collaborative work.

- Independent study: Independent study forms an essential part in the development of your knowledge and understanding. We will guide you, via the e-platform, on the reading and reflection of primary and secondary texts. Students should use this independent study time to link knowledge with e-class and face-to-face activities and develop their own understanding and critical perspective on the topics they are studying.

The face-to-face sessions are an opportunity to untangle complex concepts and provide students with an opportunity to apply the knowledge acquired in the preceding weeks. During the face-to-face sessions students are expected to:

- Engage in problem solving activities
- Read the uploaded material in advance in order to participate actively in class discussions
- Review core/complex concepts through applied work.

Research supervision:

In the final part, students will undertake a dissertation, supervised by a tutor with expertise in the area. Students will have the opportunity to meet with the supervisor to explore the topic, receive guidance on the research and receive feedback on the work as it progresses.

Overall Workload:

Overall workload for a student will consist of independent learning, e-learning activities and, if you choose to, face to face sessions. The following gives an indication of how much time a student will need to spend on the different components of your programme at each level. Each ECTS credit taken equates to 25 hours of study time.

The expected study time for this programme will be as follow:

5. LEARNING AND TEACHING STRATEGY

Year 1: 1500 to 1,800 hours for 60 ECTS credits.

Year 2: 1500 to 1,800 hours for 60 ECTS credits

Typically, for each year of the degree students will spend 0-10% of their time in face to face sessions, 30-40% of their time engaging with e-learning activities and 60% of their time in independent study time.

A typical study week for a student will involve some optional face to face sessions, required engagement in online discussion forum, the completion of online activities and independent study time to review attached readings, textbooks and relevant sections of the module document. Students should expect to devote 8 to 12 hours of study time per week per module.

These are indicative and may vary from student to student.

6. ASSESSMENT STRATEGY

Assessment Methods

A range of formative and summative assessment exercises are designed to enable you to demonstrate and apply your knowledge and understanding.

Most modules will consist of a Tutor Marked Assessment component and an examination and in some modules, you may have group projects or presentations. TMAs can include:

- Essays
- Exercises and problem sets
- Mini case studies
- Group Presentations
- Group Projects
- Online Engagements

In addition to TMAs, this programme includes final examination for all modules except the Final year dissertation module.

Academic Feedback

Throughout the course of your studies, tutors will provide informal feedback on your online activities and class contributions. Feedback may be individual or provided to the class as a whole.

Each summative assessment will be accompanied by detailed marking criteria and marking scheme detailing the expectation of the assessment at each grade classification level. Feedback on assessment will be provided along the marking criteria. Marking criteria will be made available to the student at the same time as the assessment details.

Students will receive written individual feedback on all TMA components.

The university policy on assessment feedback and guidance on provisional marks can be found in the General Rules.

Late submission, Extension and Re-sit Policy
The university policy on late submission, Extension and re-sits can be found in the General Rules.
Special Circumstances
The university policy on special circumstance can be found in the General Rules.
Continuous assessment and Exam Regulations
The university regulations on continuous assessment and examination can be found in the General Rules
Dissertation
The University Regulations on Dissertations can be found in the General Rules.

7. ACADEMIC MISCONDUCT
<p>As a safeguard to the quality and standard of Open University's qualifications and awards, the university takes any incidence of academic misconduct seriously and will investigate any reported case.</p> <p>Academic Misconduct refers to any activity where a student, through unpermitted means, seeks to gain an advantage in the completion of an assessment. Any unpermitted action will be considered as academic misconduct when occurring during a formal examination, a TMA, or any other form of assessment considered by Board of Examiners and undertaken in pursuit of a University qualification or award.</p> <p>Plagiarism (using, intentionally or unintentionally another's person's work and presenting it as its own) will be systematically checked through an automated text-matching detection software that supports the detection of plagiarism: Turnitin</p> <p>Any suspected cases of academic misconduct will be reported and investigated. Academic misconduct offences, may lead to suspension or expulsion from the University. The university regulations on Academic Misconduct can be found in the General Rules.</p>

8. PROGRAMME STRUCTURE
<p><i>C= Core i.e. modules which must be taken to be eligible for the award</i></p> <p>S1 = Semester 1</p> <p>S2 = Semester 2</p>

Year 1 – Level 9 (NQ-MQA) – 2nd cycle Advanced (NQ-EHEA)				
All core modules must be taken				
Code	Module Title	Type	Semester	Credits
OUpm024111	Human Resource Management in a changing organisational context	C	S1	7.5
OUpm024112	Performance and Reward Management	C	S1	7.5
OUpm024113	Employment Relations	C	S1	8
OUpm024114	People and Talent Management	C	S1	8
OUpm024121	Strategic HRM and Leadership	C	S2	10
OUpm024122	Human Resource Development	C	S2	9
OUpm024123	Research Methods for HR	C	S2	10
Credit Total				60

Year 2 – Level 9 (NQ-MQA) – 2nd cycle Advanced (NQ-EHEA)				
All core modules must be taken				
Code	Module Title	Type	Semester	Credits
OUpm024211	Change and Organisation Development	C	S1	7.5
OUpm024212	Corporate Governance, Social responsibility and Ethics	C	S1	7.5
OUpm024213	Dissertation		S1 and S2	-
OUpm024221	Managing Diversity in Organisations	C	S1	7.5
OUpm024222	Global HRM	C	S1	7.5
OUpm024	Dissertation	C	S1 and S2	30
Credit Total				60

Overall Programme Credit Total	120
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9. GRADING			
Grading system:			
Assessments are graded in percentage and correspond to a letter grade and a grade point.			
To pass a module students need an overall of 40% weighted average of their combined continuous assessment and examination.			
Marks (x) %	Description	Letter Grade	Grade point
X ≥ 70	Excellent	A	5
60 ≤ X < 70	Very Good	B	4
50 ≤ X < 60	Good	C	3
40 ≤ X < 50	Satisfactory	D	2
X < 40	Ungraded	U	0
Non-graded/pending	See section 17.1.1 in assessment rules and regulation for pending grades letter codes		

To pass a module students need an overall of 40% weighted average of their combined continuous assessment and examination. All components of TMAs will have to have be submitted and examination sat to pass the module.

Students will normally not be allowed to postpone more than two modules for the following semester.

If a student obtains grade “U” in three or more modules in the same semesters, and the CPA is below 40 for that semester, the student will be requested to repeat the semester unless decided otherwise by the Academic Council upon the recommendation of the Board of Examiners. When repeating a semester, a student may or may not take the modules for which Grade C or above have been obtained.

If after completing a level the student’s CPA < 40, the student will have to repeat the entire academic year, and retake the modules as and when offered. However, s/he will not be required, if s/he wishes, to retake 3 module(s) for which Grade C or above has been obtained.

Students will not be allowed to repeat more than two semesters during the entire duration of the programme.

University general marking criteria for postgraduate exams and postgraduate dissertations can be found in the General Rules.

Cumulative Point Average (CPA):

CPA will determine the classification of your degree. Your CPA is the weighted average of your overall mark in each module. The weight being the number of credits attached to each module and your average module mark being the weighted average of the continuous assessment and final exam.

Example calculation of the Total CPA at level 9 for Taught postgraduate programmes

Semester	Course	% Scores	ECTS Credit unit	Module Credit x % Score
1	MAXX1	65	7.5	64*7.5 = 487.5
	MAXX2	73	7.5	73*7.5 = 547.5
	MAXX3	42	7.5	42*7.5 = 315
	MAXX4	54	7.5	54 *7.5 = 405
2	MAXX6	65	5	65*5 = 325
	MAXX7	66	5	66*5 = 330
	MAXX8	60	10	60*10 = 600
	MAXX9	55	10	55*10 = 550

3	MAXX10	68	7.5	$68*7.5 = 510$
	MAXX11	55	7.5	$55*7.5 = 412.5$
	MAXX12	64	7.5	$64*7.5 = 480$
	MAXX13	62	7.5	$62*7.5 = 465$
4	MAXX14	63	30	$63*30 = 1890$
	Total		120	7317.5
	CPA = 7317.5/120			61

10. PROGRESSION, EXIT POINTS AND AWARD																														
Classification of Awards	<p>For the award of the Honours degree, all modules of the programme must be completed.</p> <p>The Postgraduate certificate and diploma are awarded as possible exit points in the programme as indicated in the table below:</p> <table border="1"> <thead> <tr> <th>Award</th> <th>Title</th> <th>Level NQ-MQA</th> <th>Total required Credits</th> <th>Classification</th> </tr> </thead> <tbody> <tr> <td>Postgraduate Certificate</td> <td>Human Resources and Organisations</td> <td>9</td> <td>30</td> <td rowspan="2">Distinction: CPA \geq 70</td> </tr> <tr> <td>Postgraduate Diploma</td> <td>Human Resources and Organisations</td> <td>9</td> <td>60</td> </tr> <tr> <td>Master's of Arts</td> <td>Human Resources and Organisations</td> <td>9</td> <td>120</td> <td>Merit: $60 \leq$ CPA \leq 69</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>Pass: $40 \leq$ CPA \leq 59</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>No award: CPA $<$ 40</td> </tr> </tbody> </table>	Award	Title	Level NQ-MQA	Total required Credits	Classification	Postgraduate Certificate	Human Resources and Organisations	9	30	Distinction: CPA \geq 70	Postgraduate Diploma	Human Resources and Organisations	9	60	Master's of Arts	Human Resources and Organisations	9	120	Merit: $60 \leq$ CPA \leq 69					Pass: $40 \leq$ CPA \leq 59					No award: CPA $<$ 40
Award	Title	Level NQ-MQA	Total required Credits	Classification																										
Postgraduate Certificate	Human Resources and Organisations	9	30	Distinction: CPA \geq 70																										
Postgraduate Diploma	Human Resources and Organisations	9	60																											
Master's of Arts	Human Resources and Organisations	9	120	Merit: $60 \leq$ CPA \leq 69																										
				Pass: $40 \leq$ CPA \leq 59																										
				No award: CPA $<$ 40																										

11. STUDENT SUPPORT
Support available through: studentsupport@open.ac.mu

12. Have you say
<p>Open University values student feedback and students will be given opportunities to have their say on their learning experience in the following way:</p> <ul style="list-style-type: none"> • Student programme and module evaluation surveys; • Acting as student representative and participate in a range of committees such as the staff-student consultative committee; • Participate in programme validation processes. <p>The University will respond to student feedback through the following channels:</p>

- Response and action taken following the module evaluation survey will be posted on the e-platform;
- Action from minutes will be monitored by the chair of the relevant committees;
- Annual programme monitoring process will take into account student feedback;
- Programme review process (every five years).

