



Master of Science in Management with Human Resources

Course Rationale

The nature of work and people management across the globe is constantly evolving. Now more than ever before, people are recognised as being the most highly prized asset in any company, and successful organisations are now committed to the well-being and retention of highly motivated employees. The Global College Malta MSc in Management with Human Resources explores the management of people from a social, cultural, and political point of view, while at the same time developing your senior-level management skills and encouraging creative thinking.

Human resource management is more than just managing the relationship between professional development and productivity. Human resource professionals today require skills in critical thinking and problem solving and working in collaborative and inclusive ways to address the significant organisational challenges of our time. Effective human resources management in the modern world is about supporting senior and line managers to facilitate the well-being of their employees and helping them achieve both personal and overall business objectives.

The MSc in Management with Human Resources accordingly explores a broad range of human resources topics, including team development, resource planning, and employee relations. You will develop the knowledge, skills and understanding to become a successful leader and practitioner in this increasingly complex business function. Crucially, you will learn how to address practical human resource issues in innovative and sustainable way, while considering the ethical obligations of the human resource practitioner.

Our strong emphasis on your personal and leadership development will be supported by regular sessions to develop your skills in a wide range of areas from communication and negotiation to team-building and leadership.

The course is studied on a full-time basis over a period of one year.

MQF/EQF
Qualification
Level

7

Status of
Programme

Accredited

Type of
Qualification

Master Degree

Number of
ECTS

90

Mode of Delivery

Face-to-face

Programme Duration

12 months

Mode of Attendance

Full-time

Target Audience

19 - 65+

Language of Instruction

English

Programme Specification

Target Group

Middle to Senior organisational managers in commercial for-profit organisations, the public sector and the voluntary sector.

Structure of Course

Modular



Entry Requirements

Prior to entering the Master's programme of study with the College, applicants should normally possess:

- A good degree from a recognised university institution or equivalent recognised higher education institution. Whilst a degree in a subject broadly related to Business and Management is advantageous, this is not essential. The application process will carefully consider the suitability of the student to successfully complete the programme based on the information provided. Where appropriate, a discussion will be held with the applicant to determine their suitability, or
- A graduate level professional qualification from a recognised University institution or appropriate comparable recognised higher education institution. A graduate level professional qualification in a subject broadly related to Business and Management is advantageous. The application process will carefully consider the suitability of the student to successfully complete the programme based on the information provided. Where appropriate, a discussion will be held with the applicant to determine their suitability, or
- Where appropriate, a pre-master's orientation programme approved by Global College Malta.

Students whose first Language is not English and who have not previously been exposed to spoken and written English at a reasonably advanced level will normally be required to demonstrate an English competence of IELTS 6.0 or equivalent. The College may undertake a video interview with the prospective student to better understand their English proficiency and, where appropriate, may also require a Medium of Instruction certificate from the student's previous educational institution. The English language proficiency requirement may be waived if the student is a native speaker of English and they have completed their secondary education in a country where English is the official language or English was the language of instruction where they graduated.

Applicants are strongly encouraged to have two or more years' relevant work experience, although this need not necessarily be continuous, and may have been undertaken on a voluntary or unpaid basis.

Course Learning Outcome

Having close regard to the level descriptors of Level 7 of the Malta Qualifications Framework, the overall educational aims of the College's Masters programme are as follows:

- To provide a programme of study that will enable students to fulfil their intellectual, professional and human potential through a transformative educational experience that combines rigorous academic study with immersive exposure to contemporary practice in business and management;
- To develop international professionals and leaders with the vision, knowledge, creativity, skills, ethics and entrepreneurial ability necessary to take an integrated, critically aware, dynamic and strategic view of organisations and to make a valuable contribution to both organisations and society;
- To develop analytical abilities, using concepts derived from a wide range of academic disciplines, directed towards business problem solving and innovation in organisational contexts;
- To instill a professional mindset characterised by a strong work ethic, desire to excel, creative thinking, social awareness and global outlook;
- To provide students with managerial competence in a variety of applied skills; and,
- To develop business acumen, personal and professional skills, and autonomous learning ability to enhance students' employability on graduation and their life-long career prospects.



Course Teaching and Learning

The Global College Malta Master's programme of study uses a range of teaching methods to suit different learning styles. Typically, the programme of study is delivered through a combination of modern face-to-face lectures, webinars, seminars and discussion forums, tutorials, group work, case studies, guest speakers, organisational visits and independent study.

Delivery of the College's Master's programme has close regard to the needs of learners. Accordingly, much of the learning is either delivered at times to suit those learners who may have day time employment or child care commitments or made available in a supported teaching format. At all times, the views and needs of students are taken into account. By means of example, theoretical concepts might typically be delivered to students in modern face-to-face lecture formats which may then be further developed through subsequent interactions based around small group seminars, group case study analysis and digital discussions. Modern face-to-face and interactive learning sessions encourage students to critically examine key elements of business and management. In addition to attendance at formal learning sessions, students are expected to undertake independent self-study in order to support their individual learning journeys.

To assist with independent self-study and group work the College provides access to a large number of physical and electronic learning resources. The rich learning materials made available by the College may include lecture presentations and supporting learning notes, topic discussion chat opportunities, links to videos and web pages, and much more. The use of modern delivery tools has enabled highly effective and creative delivery and discussion opportunities, which learners welcome. The ability of the student learner to be able to access certain learning content at a time and in a location that suits them has proved to be a highly effective learning mechanism, enabling robust reflection and skills embedding in a social context that suits changing lifestyles. The modern learning techniques used by the College enables our student learners to develop a range of life skills alongside their academic business skills.

In addition to utilising a rich and varied range of delivery techniques, assessment of the programme of study and its constituent modules is designed to be an integral part of the learning process for students in order to enhance and confirm their knowledge and practice. In addition to summative assessment, formative feedback is provided to students through a combination of tutor feedback, self-reflection and peer group feedback. Combined, formative and summative assessments provide a measure of the extent to which students have achieved the learning outcomes of the individual modules.

Assessment

The programme of study utilises a variety of modern assessment techniques including coursework and examinations. Coursework is typically in the form of essays, reports or case studies, while group or individual presentations may be required to assess other competencies. Examinations typically take the form of written elements or multiple-choice questions and maybe unseen or part-seen, where assessment material is released in advance. The College seeks to offer flexibility in how assessments are undertaken and, where appropriate and pedagogically secure, the programme of study may utilise relevant online tools to deliver assessments. Details of the assessment procedures are given in the individual module specifications. All written assessments are submitted online via the internationally recognised plagiarism software, Turnitin.

The College's Master's programme of study utilises a variety of assessments including coursework and examinations. Coursework is typically in the form of essays, reports or case studies, while group or individual presentations may be required to assess other competencies. Examinations typically take the form of written elements or multiple-choice questions and maybe unseen or part-seen, where assessment material is released in advance. The College seeks to offer flexibility in how assessments are undertaken and, where appropriate and pedagogically secure, the programme of study may utilise relevant online tools to deliver assessments.

The dissertation/major project on the Master's programme of study is a written piece of work and may involve a supporting presentation.

Details of the assessment procedures are given in the individual module descriptors.



Hours of Total Learning

| TOTAL LEARNING HOURS | 2250 |
|---|-------------|
| Total Contact Hours | 330 |
| Supervised Placement and Practice Hours | 10 |
| Self-Study Hours | 1650 |
| Assessment Hours | 260 |

Modules

| Module Code | Module Name | EQF/MQF Level | ECTS | Total Hours of Learning |
|--------------------|--|----------------------|-------------|--------------------------------|
| GCM-M01 | Marketing in Practice | 7 | 8 | 200 |
| GCM-M02 | Accountancy & Finance | 7 | 8 | 200 |
| GCM-M03 | Research Methods | 7 | 8 | 200 |
| GCM-M04 | Strategic Management | 7 | 8 | 200 |
| GCM-M05 | Organisational Behaviour/ HRM | 7 | 8 | 200 |
| GCM-M06 | Leadership | 7 | 8 | 200 |
| GCM-M15 | Human Resource Management in Practice | 7 | 8 | 200 |
| GCM-M16 | Employee Development | 7 | 8 | 200 |
| GCM-M17 | Dissertation/ Major Project | 7 | 26 | 650 |

Modules Details

| | | | | |
|---------|-----------------------|---|---|-----|
| GCM-M01 | Marketing in Practice | 7 | 8 | 200 |
|---------|-----------------------|---|---|-----|

Competences: at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Analyse and demonstrate the relative importance of marketing to a specific business or organisation
- Create an outline brief for a market research organisation to carry out a specific research project based on sound organisational research
- Supervise and monitor marketing spend as part of a continuing campaign for a specified organisation
- Be responsible for generating customer interaction in an organisation's market research approaches

| | | | | |
|---------|-------------------------|---|---|-----|
| GCM-M02 | Accountancy and Finance | 7 | 8 | 200 |
|---------|-------------------------|---|---|-----|

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Produce competent draft accounts for an organisation;
- Create a budget outline incorporating both annual and capital expenditure evaluating the appropriate balance of these;
- Demonstrate, based on research, the different means of appraising investment projects as part of a capital investment plan, and authorise the most appropriate for a given organisation;
- Be able to authorise expenditure against budget; and,
- Monitor regularly-reported management accounts and authorise remedial action where relevant.

| | | | | |
|---------|------------------|---|---|-----|
| GCM-M03 | Research Methods | 7 | 8 | 200 |
|---------|------------------|---|---|-----|

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Monitor circumstances within and around an organisation to determine when to recommend research projects be developed and approved;
- Authorise the commissioning of appropriate organisation-relevant research projects; and,
- Manage projects if so commissioned by the organisation.



Modules Details

| | | | | |
|---------|----------------------|---|---|-----|
| GCM-M04 | Strategic Management | 7 | 8 | 200 |
|---------|----------------------|---|---|-----|

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Critically analyse the internal and external environment of the organisation;
- Create a draft strategic plan for a chosen organisation;
- Represent the views underlying the strategic plan to the most senior decision-making team of an organisation; and,
- Produce a detailed and informed monitoring report on the progress of the strategic plan based on research of the detailed circumstances.

| | | | | |
|---------|-------------------------------|---|---|-----|
| GCM-M05 | Organisational Behaviour/ HRM | 7 | 8 | 200 |
|---------|-------------------------------|---|---|-----|

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Supervise a staff team;
- Identify, set, and achieve personal and staff goals;
- Manage a department or section of a department including the personnel within it;
- Select an appropriate person(s) to recruit to a post; and,
- Select an appropriate person(s) to undertake a successful project.

| | | | | |
|---------|------------|---|---|-----|
| GCM-M06 | Leadership | 7 | 8 | 200 |
|---------|------------|---|---|-----|

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Understand and effectively apply appropriate leadership behaviours in different organisational circumstances;
- Effectively collaborate with colleagues to ensure the development of complementary and appropriate leadership approaches across the organisation; and,
- Monitor leadership behaviours across an organisation through a formal and continuing research process.

| | | | | |
|---------|---------------------------------------|---|---|-----|
| GCM-M15 | Human Resource Management in Practice | 7 | 8 | 200 |
|---------|---------------------------------------|---|---|-----|

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Critically recognise and apply relevant skills and knowledge to influence and manage positive change at an organisational level;
- Demonstrate a strong and detailed theoretical understanding of how staff might best be organised and deployed in order to achieve organisational objectives and the ways in which empirical evidence can be used in such analysis;
- Critically understand and have the confidence to effectively translate appropriate theoretical concepts from the discipline of human resource management to the workplace;
- A high level understanding of how to set and achieve personal and organisational goals;
- Applying skills and knowledge learnt, contribute effectively to the selection process for staff vacancies;
- Critically understand best practice in developing and building high performance teams;
- Be able to undertake a high level critical assessment of an organisational unit and the ways in which the employees in that area are functioning; and,
- Understand and have the confidence to select an appropriate individual(s) to successfully undertake an organisational project.



Modules Details

| | | | | |
|---------|----------------------|---|---|-----|
| GCM-M16 | Employee Development | 7 | 8 | 200 |
|---------|----------------------|---|---|-----|

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Undertake a critical, comprehensive and effective training skills needs analysis;
- Critically apply competency-based performance enhancement systems and procedures;
- Design and evaluate an effective staff development training programme for staff at various organisational levels; and,
- Have an informed awareness of the various training methods used in modern human resources management and a detailed critical understanding of possible future trends and developments.

| | | | | |
|---------|-----------------------------|---|----|-----|
| GCM-M17 | Dissertation/ Major Project | 7 | 26 | 650 |
|---------|-----------------------------|---|----|-----|

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Critically monitor and assess the circumstances within and around an organisation to determine when to recommend research projects be developed and approved;
- Have the knowledge, understanding and authority to authorise the commissioning of appropriate organisation-relevant research projects; and,
- Be able to implement research projects if so commissioned.

Module Teaching and Assessment for all Modules except Dissertation

The module will normally have the following assessment regime:

- Written examination: this will typically account for some 40% of the final grade and takes the form of a written examination under controlled conditions.
- Individual Essay(s): this will typically account for some 40% of the final grade and takes the form of a specialised essay. Students will be required to explore an emerging trend or topic within the theory and practice of the module discipline. This will require an extensive search of the relevant academic and practitioner-based literature and students will need to make reference to both academic and industrial/practitioner sources in their written work.
- Group work: this will typically account for some 20% of the final grade and takes the form of a report. A selection of the groups will be invited to present or pitch at the end of the module to a panel.

All taught modules will be assessed as follows:

- A range of assessment methods appropriate to the subject material being taught will be used to assess the module including, by means of example, written examinations, assignments, individual and group project work, and assessed presentations. The assessment load will be equivalent to some 4,000 words at Level 7.

Module Teaching and Assessment for Dissertation

Each student will be allocated a supervisor who will help them with the development of their project proposal, oversee progress with the project, comment as appropriate on draft materials produced by the student and be available to assist the student with the project, as appropriate.

The dissertation/major project is assessed via the production of a dissertation of some 10,000 to 12,000 words in length.

Where necessary, a viva voce will be conducted in those instances where the provisional mark is considered to be a marginal pass.

To successfully complete the module an overall pass mark of 40% must be achieved.

All assessments will be submitted via the internationally recognised plagiarism software Turnitin.

Study Material

All students will have access to EBSCO, the world's largest online library, Moodle for class notes and Turnitin for the upload of assignments

Grading System

| | |
|-------------------|-----------|
| A | >70% |
| B | 60% - 69% |
| C | 50% - 59% |
| D | 40% - 49% |
| Minimum Pass Mark | 40% |

Course Fees

Kindly refer to the course page on the website for updated fees.



Contact Us

LOCATION

Global College Malta,
SmartCity Malta, SCM01,
Ricasoli, Malta.

- enquiries@gcmalta.com
- +356 2180 1252
- +356 7923 2322 (What's App)