

**DEFINITIVE COURSE RECORD**

|   |   |
|---|---|
| Course Title  | <b>MSc Strategic People Management</b>  |
| Awarding Bodies   | <b>University of Suffolk</b>  |
| Level of Award <sup>1</sup>                               | <b>FHEQ Level 7</b>   |
| Professional, Statutory and Regulatory Bodies Recognition | <b>Chartered Institute of Personnel and Development (CIPD)</b>  |
| Credit Structure <sup>2</sup>                             | <b>180 Credits at level 7</b>   |
| Mode of Attendance  | <b>Full-time or Part-time</b>   |
| Standard Length of Course <sup>3</sup>                    | <b>1 year full-time<br/>2 years part-time</b>   |
| Intended Award  | <b>MSc Strategic People Management</b>  |
| Named Exit Awards   | <b>PgD Strategic People Management<br/>PgC Strategic People Management</b>  |
| Entry Requirements <sup>4</sup>                           | <p><b>Typical Offer to Potential Applicants with either or a combination of the following:</b></p> <ul style="list-style-type: none"> <li>- <b>A Bachelor’s Degree in HRM or related field of study (or equivalent)</b></li> <li>- <b>Evidence of ongoing professional people management experience or other people managerial experience relevant for progression onto the course.</b></li> <li>- <b>Recognition of Prior Learning - Typical requirement for this will be a postgraduate diploma (120 credits) in either Human Resource Management, Personnel Management and other related Management Studies</b></li> </ul> |
| Delivering Institution                                    | <b>University of Suffolk</b>  |

This definitive record sets out the essential features and characteristics of the MSc Strategic People Management programme. The information provided is accurate for students entering level 7 in the 2024-25 academic year.<sup>5</sup>

**Course Summary**

The importance of human capital functions cannot be overemphasized particularly in contemporary businesses where the very nature of work and operational activities

<sup>1</sup> For an explanation of the levels of higher education study, see the [QAA Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies \(2014\)](#)

<sup>2</sup> All academic credit awarded as a result of study at the University adheres to the [Higher education credit framework for England](#).

<sup>3</sup> Where the course is delivered both full-time and part-time, the standard length of course is provided for the full-time mode of attendance only. The length of the part-time course is variable and dependent upon the intensity of study. Further information about mode of study and maximum registration periods can be found in the [Framework and Regulations for Taught Postgraduate Awards](#).

<sup>4</sup> Details of standard entry requirements can be found in the [Admissions Policy](#) and further details about Disclosure and Barring Checks (DBS) can be found on the [University's DBS webpage](#).

<sup>5</sup> The University in line with CIPD accreditation guidance reserves the right to make changes to course content, structure, teaching and assessment as outlined in the [Admissions Policy](#).

## **DEFINITIVE COURSE RECORD**

implemented are continuously evolving to meet the changing needs of clients, as well as providing an outlet for authentic innovations and creativity for employees. Thus, strategically managing and retaining human resources within contemporary organisations is important and integral to organisational successes.

Our CIPD accredited MSc Strategic People Management course offers a unique world-class training and education opportunity to equip learners and practitioners in gaining necessary skill set to strategically manage, retain and develop people resources in organisations more effectively. The programme offers skilfully crafted modules that underpin learners understanding of the psychological make-up of employees (including workers), and the management of these workforce talents though their entire lifecycle in the organisation, such as application of effective resourcing strategy aimed at retaining people management skills as leverage for a continued sustainable competitive advantage.

The programme explores other strategic people management functions including: policies and regulatory frameworks; changing global trends in employee relations, engagement, motivation and rewards framework best practices; relationship between effective learning and development practices and organisational performances; role of HR professionals as effective change agents influencing leadership in organisations; also the contemporary relevance of HR professionals as key players in the strategic decision making processes of organisations.

### **Course Aims**

In providing this course, the University and the course team aim to:

- Support learners to develop a range of contemporary strategic people management skills set, through an innovative approach to learning and methods of enquiry that facilitates learners' ability to critically develop solutions to context-based people management issues at work, necessary for learners' career advancement within the people management profession.
- Support learners to critically examine the opportunities and threats posed by both technological and business model innovation to the people management professional practice and to explore how historic and contemporary people management frameworks provide insight into the future of the profession.
- Enable learners to develop an adept knowledge and understanding of the impact of the wider societal, environmental and business context for people management practices within contemporary organisations.
- Facilitate learners' ability to develop a strong strategic knowledge of people management practices in various industries underpinned by development and implementation of practical skills including financial management, data analytics and change management.
- Enable learners to identify, critically analyse and lead teams to create user and business values in contemporary organisations through effective people management strategies as well as implementation of innovative solutions to organisational people

## DEFINITIVE COURSE RECORD

resource issues that ensures consistency of experience in the delivery of services to business clients.

- Develop learners' awareness of people management practice trends as practitioners to responsibly tackle contemporary societal and ethical issues such as environmental sustainability, corporate governance as well as inclusivity and diversity management in the workplace.
- Prepare learners for gainful managerial-level employment through exploration of strategic professional growth and development techniques that facilitates capacity development of the individual learner to excel in the workplace

### Course Learning Outcomes

The following statements define what students graduating from the MSc Strategic People Management course will have been judged to have demonstrated in order to achieve the award. These statements, known as learning outcomes, have been formally approved as aligned with the generic qualification descriptor for level 7 awards as set out by the UK Quality Assurance Agency (QAA)<sup>6</sup>, Subject Benchmark Statement<sup>7,8&9</sup>

The learning outcomes for the course is also based on the current professional standards map of the Chartered Institute for Personnel and Development (CIPD)<sup>8</sup> these are distributed into three categories: Core Knowledge, Core Behaviour and Specialist Knowledge standards and the CIPD Professional Standards: Code of Conduct & Ethics<sup>11</sup> categorised into five key virtues of Positive and active impact on working lives; Civic virtue and stewardship; Good character; Professional service and competence; and Personal responsibility respectively.

On successful completion of this course, the learning outcomes students will be able to:

1. Critically apply an indepth knowledge of how the historical and contemporary knowledge contexts of people management practices, trends and policies inform business strategy development and implementation in organisations.
2. Critically analyse people management policies and procedures in organisations through the lenses of people-centred initiatives and cultural awareness; and implement necessary changes that encourages employee value addition.
3. Demonstrate self-confidence in taking and supporting decisions at strategic levels in organisations, through application of relevant people analytics and research methods to identify complex people management issues and gain useful insights into curating systematic and creative solutions to facilitate needed change implementation.
4. Critically apply the relevant professional standards in designing, presenting, communicating and implementing people management ideas to both specialist and non-specialist audience within and external to the organisation.

---

<sup>6</sup> As set out in the [QAA Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies \(2014\)](#)

<sup>7</sup> As set out in the [QAA Subject Benchmark Statement \(2015\)](#)

<sup>8</sup> As set out in the [CIPD Professional Standards Map \(2023\)](#)

## DEFINITIVE COURSE RECORD

5. Critically evaluate people engagement practices employed within contemporary organisations, and propose ethically sound ways of effectively managing employees taking into consideration contemporary issues of debate such as inclusivity, diversity management and conflict resolution.
6. Responsively consider the impact of work flexibility practices on employee wellbeing, productivity and performance in relation to the wider context of attaining organisational aims and objectives.
7. Plan and manage own learning and career growth through engaging in relevant activities tailored at developing own career path within the people management profession.

### Course Design

The design of this course has been guided by the following QAA Benchmarks, Professional Standards, CIPD Professional Standards Map and Code of Professional conduct

Competency Frameworks:

- [QAA Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies \(2014\)](#)
- [QAA Subject Benchmark Statement \(2015\)](#) [QAA Subject Benchmark Statement \(2019\)](#)
- [QAA Subject Benchmark Statement \(2023\)](#)
- [CIPD Professional Standards Map \(2023\)](#)

[CIPD Professional Standards: Code of Conduct & Ethics \(2023\)](#)

### Course Structure

The MSc Strategic People Management programme comprises modules at level 7.

Module Specifications for each of these modules is included within the course handbook, available to students on-line at the beginning of each academic year.

|         | Module  | Credits | Module Type <sup>9</sup> |
|---------|---|---------|--------------------------|
| Level 7 |   |         |                          |
|         | An Introduction to MSc Strategic People Management Programme        | 0       | R                        |
|         | Academic Study Skills   | 0       | R                        |
|         | Understanding Business Psychology for Maximum Organisational Impact | 20      | M                        |
|         | Understanding Research for Organisational Development               | 20      | M                        |
|         | Contemporary Skills for People Managers                             | 20      | M                        |
|         | People Resourcing and Talent Management in Organisations            | 20      | M                        |

<sup>9</sup> Modules are designated as either mandatory (M), requisite (R) or optional (O). For definitions, see the [Framework and Regulations for Taught Postgraduate Awards](#)

## DEFINITIVE COURSE RECORD

|  |   |    |   |
|--|---|----|---|
|  | People Analytics and Financial Planning in Organisations    | 20 | M |
|  | Leadership, Strategy and Change Management in Organisations | 20 | M |
|  | Managing Employment Relations and Employment Law            | 20 | M |
|  | Change Management Consultancy Project*                      | 40 | M |
|  | Applied Dissertation *                                      | 40 | M |

\*You are required to enrol on either the **Change Management Consultancy Project** or **Applied Dissertation** dependent on your professional practice experience and in consultation with your named Personal Academic Coach, Module Tutor or Course Leader for the programme.

### Awards

On successful completion of the course, students will be awarded an MSc Strategic People Management. Students who leave the course early may be eligible for exit awards; as either a PgD Strategic People Management on successful completion of 120 credits or a PgC Strategic People Management on successful completion of 60 credits.

Students who leave the course with an exit award are not eligible for the CIPD Level 7 membership qualification. Should they however at a later date choose to complete relevant modules to cumulatively achieve the 180 credits needed for the MSc Strategic People Management course, they may be eligible for the CIPD membership certification.

### Course Delivery

The course is delivered at our Ipswich Campus site. Students studying full-time on MSc Strategic People Management are likely to have approximately 152 contact hours across all 10 modules, including delivery on two Saturdays. The contact hours will be a mix of lectures, tutorials and skills labs. Full-time students will normally be expected to undertake 22 hours of independent study in an average week but should be prepared for this to vary based on assignment deadlines and class exercises.

### Course Assessment

A variety of assessments will be used on the course to enable students to experience and adapt to different assessment styles. The assessment methods used will be appropriate to assess each module's intended learning outcomes. Assessment on this course is by course work (including integrative reports, practical group work, presentations, portfolio and research project).

All core modular assessment or integrative assessment components on the programmes must be individually passed at 50% or above to pass the module overall. There will be no compensatory mark on the CIPD accredited course.

### Special Features

During the duration of the course, learners will be enrolled for student membership of the CIPD and on successful completion of the MSc Strategic People Management programme, Learners are eligible for Level 7 associate membership with the CIPD.

## DEFINITIVE COURSE RECORD

The course is accredited by the CIPD and all course contents and assessments have been mapped to the current professional standards map<sup>10</sup> of the CIPD based on three assessed standard categories: Core Knowledge, Core Behaviour and Specialist Knowledge standards and the CIPD Professional Standards: Code of Conduct & Ethics<sup>11</sup>.

Thus, on successful attempt of all mandatory module assessments on the course, each learner will have met the set CIPD professional standards to gain the advanced level 7 CIPD associate membership certification. On further successful demonstration of relevant professional work experience to the CIPD, you will be eligible for an upgrade to full membership certification.

### Course Team

The academic staff delivering this course are drawn from a team that includes highly experienced academics with people management expertise and current people management practitioners. All staff are qualified in their subject areas and offer own specialist knowledge to contribute through their research informed teaching, professional practice and external engagement and network.

### Course Costs

Students undertaking the MSc Strategic People Management will be charged tuition fees as detailed below.

| Student Group                     | Tuition Fees                |
|-----------------------------------|-----------------------------|
| 1 Year Full-time UK               | £9,090 per course duration. |
| 2 Year Part-time UK               | £1,010 per 20 credit module |
| 1 Year Full-time EU/International | £14,625 per course duration |

\*Payment of tuition fees is due at the time of enrolment and is managed in accordance with UoS Tuition Fee Policy and yearly figures may be subject to change, thus you should ensure you check and confirm with the Student Centre Team for further details.

The annual cost of professional, statutory and regulatory body recognition in this case CIPD student membership for the MSc Strategic People Management, is to be confirmed in 2024 and will be included in the total tuition fees for all students. . The University through the Course Leader will usually process student membership applications every January.

Also, other additional costs on the course such as for group residentials and trips amounting to a maximum of \*£400 is also included in the total tuition fees. This is subject to rising cost of living and inflation rate review.

Students are likely to incur other additional costs for related to expenses on the course such as travel and subsistence living costs for professional practice placement if enrolled on the 2-year programme route with placement, conferences and optional learning resources.

<sup>10</sup> As set out in the [CIPD Professional Standards Map \(2021\)](#)

<sup>11</sup> As set out in the [CIPD Code of Professional Conduct \(2020\)](#)

**DEFINITIVE COURSE RECORD**

**Academic Framework and Regulations**

This course is delivered according to the Framework and Regulations for Taught Postgraduate Awards and other academic policies and procedures of the University and published on the [website](#).