

Business School

Advanced Standing Induction and Unit Descriptors



Induction

The induction programme familiarises you with the study resources available to you at the Business School and the requirements of your MSc course.

Key Issues in Business and Management (10 credits)

When: This unit involves self-directed study under the guidance of a tutor and an individual schedule will be agreed with you at induction.

What is it: This unit is for students who have a professional qualification or who have not studied for some time (five or more years).

You will receive a range of assignment titles and you can choose a topic that you wish to research. The topic can be a leading edge concept or new development relevant to your work or it can be new approaches to an existing business process. On successful completion of your assignment (2,500 – 3,000 word) you are ready to complete the Developing Professional Practice unit.

Academic and Professional Development (30 credits)

What is it: Develops critical thinking, reflective thinking and other study skills, including analysis and research skills to successfully study at Masters level and to act effectively to attain personal, professional and organisational objectives. Indicative content:

- a) Studying at Masters level – critical writing, referencing, and reflection
- b) Professional, ethical, social responsibility and sustainability issues
- c) Contemporary issues in the domain of the student's award title
- d) Developing leadership skills & effective negotiation.
- e) Designing and systematically managing business research
- f) Quantitative and qualitative research methods
- g) Effectively presenting the outcomes of research

When: refer to the dates provided on www.business.mmu.ac.uk/advancedstanding

Dissertation (60 credits)

When: You attend (www.business.mmu.ac.uk/advancedstanding for dates) individual and small group meetings with your supervisor.

What it is: The dissertation is a 15,000 word document produced under the guidance of your dissertation supervisor. With your supervisor, you will choose what type of dissertation you would like to undertake:

1. Consultancy based

You answer specific research questions, which are triggered by an issue of strategic or operational importance for a client organisation. This dissertation is mostly conducted through fieldwork (collecting primary data) in the client organisation. Its objective is to offer an appropriate short-to-medium solution to the business and to draw out the management implications of implementing the proposed solution.

2. Empirically based

You answer specific research questions, which are triggered by an issue of strategic or operational importance, mainly by conducting fieldwork (collecting primary data), with the objective of drawing out the implications for the wider managerial professional practice. This dissertation is not undertaken for a specific client. Instead, you may be looking at an issue that affects a number of different clients or businesses.

3. Library based

You answer specific research questions, which are triggered by an issue of strategic or operational importance, mainly by gathering secondary data and doing a meta-analysis of published interpretations of existing data sets, with the objective of drawing out the implications for the wider managerial professional practice.

4. Action Learning

This dissertation involves a reflective examination and interpretation of a problem-solving 'action intervention' made by you in your organisation. You draw on relevant literature to demonstrate how you applied good management theory to practice and what you have learnt. Your dissertation should demonstrate your enhanced managerial competence, and draw out the implications of your findings for wider managerial professional practice.

MSc Human Resource Management (Advanced Standing)

For advanced standing entry to this award the following are the units of study depending on your level of exemption:

Research Methods in HRM (15 credits)

When: This is a taught unit which runs from the start of your Advanced Standing Programme .

What is it: This unit enables you to develop the skills required to identify and investigate HR issues in order to stimulate and support improvements to organisations' strategies and practices and to peoples working lives. This provides the foundations for designing and implementing your Dissertation research.

Key Issues in Leadership and Management (15 credits)¹

When: This unit involves self-directed study and professional reflection under the guidance of a tutor and an individual schedule will be agreed with you at induction.

What is it: This unit is for students who have a professional qualification or who have not studied for some time (five or more years). You will be given an opportunity to undertake an assessment of the key issues and challenges faced by those leading and managing people and organizations through engagement with current academic and professional literature. You can select an issue relevant to your work and evaluate the implications of the current literature to your own employment context through a written assignment (c3,000 words)

Dissertation (Human Resource) (60 credits)

When: Student required to complete the Key Issues and/or Research Methods in HRM Units will submit those assignments by Jan. After successfully completing those Units, students can expect to begin work on the Dissertation from Jan/Feb onwards. Students who are only required to complete the 60 Credit Dissertation will agree a personal schedule of work at Induction with the Advanced Standing Course leader.

What is it: The Dissertation Units provides you with an opportunity to identify, structure, frame and investigate a complex managerial or business issue and produce a substantial written document (c 15,000 words) of your achievements and conclusions.

Last updated: 01 April 2015

¹ Subject to approval