



**Master's in Human Resource Management  
Starting in the Cayman Islands on Monday 29<sup>th</sup> November 2022**

**The University of Portsmouth is delighted to be offering a 6<sup>th</sup> HRM Master's to be delivered by University Faculty on island. Two academic years of classes plus a supervised research-based project**

**This programme is perfect for HR professionals and senior managers who wish to acquire a  
Master's degree in HRM**

**Enhance your career prospects, gain a Master's degree and membership of the Chartered Institute of Personnel and Development (CIPD) the leading body for HR professionals as well as complete a Society for Human Resource Management (SHRM) aligned course.**

The University of Portsmouth is a prestigious UK Centre for Human Resource Management. Our Master's programme is fully taught on island by highly experienced Portsmouth Faculty who have been delivering Human Resource Management programmes in the Cayman Islands for 20 years. They are familiar with the Cayman Islands and contextualise the teaching accordingly, whilst delivering international HR standards. Human Resource professionals are found in a variety of roles and the HR focus is increasingly on achieving sustainable business success. In a competitive business environment, senior managers require high level HR competence in order to manage their most important resource, their people. This Master's is therefore a great choice not only for HR practitioners but also for senior managers who wish to develop their HR skills and knowledge. If you have an interest in how people work, coupled with how they can contribute to making organisations successful then this Master's programme is for you. The MSc Human Resource Management provides a specialist academic and vocational qualification and is delivered in a series of four-day + tutorial day teaching blocks over two academic years, followed by a supervised research project.

### **Features**

The Master's in HRM is a professional qualification accredited by the Chartered Institute of Personnel and Development (CIPD) – Europe's largest chartered HR professional organisation as well as aligned to the American Society for Human Resource Management (SHRM) professional standards. On successful completion of the MSc HRM, as well as an internationally recognised Master's degree you will be, providing you are a member, automatically qualify for Associate membership of the CIPD and depending on experience be eligible to apply for Chartered membership. You will also be eligible to apply for SHRM certification. The University of Portsmouth Faculty of Business and Law is highly regarded in the field of Human Resource Management. UK Quality Reviews commend us for the high level of tutor support, the integration of theory and practice, providing excellent support to our HR students and in being proactive professionals. University of Portsmouth Faculty author textbooks which are extensively used throughout the University sector and they are also active in research and journal publications, and engage in HR consultancy. This programme will enable you to gain: an internationally recognised Master's degree; membership of the CIPD professional institute; eligibility to apply for SHRM certification and the knowledge and skills for effective HR management

### **Programme content**

The structure reflects the applied nature of HR practice. Student centred learning activities form the basis of the modules in order to enhance your HR management skills and knowledge. Reflections upon personal competence and professional development will extend your capability to make an active contribution to business performance.

## **Year One Modules/Subjects:**

### ***Resourcing and Talent Management***

This module investigates the strategic management of people within organisations. It will cover all aspects of the employee lifecycle within broader HR and business context of talent management and strategic people planning practices. The employee life cycle includes the recruitment and selection of employees, performance management and reward, motivating, engaging and managing the wellness of the workforce and dismissal.

### ***Professional Skills***

This module enables the students to critically evaluate their own professional skills and their impact on others. During this module, the students will evaluate the people management skill-set needed to operate effectively in the workplace. They will critically assess the need for professional courage to challenge and influence others. The students will critically evaluate evidence-based situational decision making and problem-solving tools. Finally, they will demonstrate a commitment to reflective practice, critical thinking and a passion for continuing professional development

### ***Business Ethics and Sustainability***

This module introduces the fundamental concepts, perspectives and practices of responsible and sustainable business. It explores the responsibilities and boundaries of businesses in a range of contemporary environmental and social issues and in the context of differing ethical frameworks. The module explores a range of concepts including stakeholder theory, corporate social responsibility (CSR) and Circular Economy, and then investigates issues of practical application such as: stakeholder management, strategic CSR and social accounting. The module examines the link between evolving stakeholder expectations of responsible business and the role of HR practice within organisations.

### ***Leadership and Change***

This module critically evaluates the knowledge, skills and capabilities deemed necessary for the 21st century leaders. Enabling them to provide the strategic leadership required for effective management and change within a diverse workforce to ensure organisational success.

## **Year Two Modules/Subjects:**

### ***Global HRM- Challenges and Debates***

This module has been designed to enable the student to consider key HR theory and practice within a global environment. The module will build upon and develop subjects that are covered in other modules by taking a more global, international and comparative HR perspective. It will also allow the student to develop skills as an HR practitioner working within a global environment, in order to develop a greater understanding of the global business environment as well as develop further practical skills as an HR Business Partner.

### ***Global Employee Relations***

Work and employment relations are fundamental to human resource management. The purpose of this module is to provide students with a critical understanding of employment relations in a global context, predicated on the basis that the subject matter concerns how work and employment relationships are regulated, experienced and contested. By challenging students to think about, and reflect on, key issues and developments in global employment relations, this module will stimulate their intellectual curiosity, as well as develop their powers of critical analysis.

### ***Learning and Development- Global Perspectives***

This Module provides an opportunity to examine the theory and practice of learning and development strategy. Students will develop a critical understanding of supportive learning cultures, and how learning and development might

support organisational objectives and priorities in different global contexts. This includes the principal features of employee development strategies, strategic learning and development, and developing a learning culture.

### ***Strategy and The Global Context***

This module provides an opportunity to examine the theory and practice of developing organisational strategy and strategic HRM in a dynamic international context. Students will explore the principal organisational, commercial and wider international environments in which HR professionals and managers operate, developing a critical understanding of the wider international business context, and its impact on HR and organisational strategy.

### ***Thesis Stage***

Following the two-year taught programme, you will be guided towards an individual research project and you will be allocated a personal supervisor who will help you plan, research and write a Dissertation on a HRM subject.

### **Programme structure**

The programme is taught in 4-day workshop blocks on weekdays (Monday to Thursday) during the first two years and you are required to attend for 40 days in total. In addition, at each workshop block there will be an optional tutorial day on the Friday:

1. **Year one (2022/23):** 1 x 3-day introductory workshop and 4 x 4-day workshops – with additional optional tutorial day on the Friday  
**(28-30<sup>th</sup> November 2022, 30<sup>th</sup> January – 2<sup>nd</sup> February 2023, 24<sup>th</sup> – 27<sup>th</sup> April 2023; 12<sup>th</sup> – 15<sup>th</sup> June 2023; 4<sup>th</sup> – 7<sup>th</sup> September)**
2. **Year two (2023/24):** 4 x 4-day workshops – with additional optional tutorial day on the Friday commencing 20<sup>th</sup> November 2023
3. **Final stage (2024):** October 2024, 1 x 5-day workshop + Dissertation research and individual supervision completing June 2025

In between each teaching block on island there will be an online 1-hour tutorial for each module to support students with their studies and assignment.

We offer a programme that is blended and connected that enables you to engage with the specialist expertise of the tutors and to bring life to the teaching material through the direct interactions with other students. Students will be directed to watch relevant lectures that will be pre-recorded and available to watch on line in your own time and at your own pace with some lectures delivered in person on island. Theoretical ideas are then developed in the seminar classes that will be taught in person in highly interactive taught sessions that compare and contrast theory with practice and help you to develop both your professional skills and academic/practitioner knowledge. There will also be additional live online seminars that will be scheduled between the on island teaching blocks in order to fully enhance and support your learning. Teaching is supported by a well- developed Virtual Learning Environment (VLE) where you will be able to access a full range of additional materials including suggested reading lists and extensive library resources that can then be accessed through our library website. If you talk to Graduates of this Master's programme they will tell you that the interactive class-based learning activities provide a stimulating and motivating environment.

### **Teaching and assessment**

Interactive teaching methods are adopted and include seminars, case studies and group work. You will be expected to read and watch the pre-recorded lectures prior to each teaching week to prepare yourself to actively contribute to class discussions. The teaching team will share the knowledge gained from their research and extensive practitioner and management experience. On island teaching will be supported with face to face tutorials on the Friday of each teaching week, plus online tutorials and outside class activities. Assessment methods vary according to the module and include coursework, presentations and two examinations in the two-year period. Your studies will be fully supported by academically qualified and highly experienced tutors. You will have access to the **full range of online University of Portsmouth learning services** including the **library bibliographic databases** and **academic and practitioner publications** as well as **student study support**.

## **Fees and funding**

The total fee payable to the University for the Master's course is £28,000. Fees are £12,000 for year one and £12,000 for year two, followed by a final payment of £4,000 for the research methods workshop and dissertation supervision. Fees can be paid either in full at the start of each academic year or in instalments. The fee includes all course materials as well as the access to our extensive library and student support resources.

## **How to Apply**

Please complete the initial expression of interest form on page 7 of this document and return it by email to [Sally.Rumbles@port.ac.uk](mailto:Sally.Rumbles@port.ac.uk). Formal applications will be made through the course webpage. This is being set up and will be available for applications shortly

## **Entry requirements**

1. A Bachelor's degree or equivalent, or
2. A high grade CIPD Certificate in HR Practice (CHRP), or equivalent, or
3. Applicants without a formal qualification, but with significant senior management or HR experience will also be considered.

## **Comments from MSc HRM Graduates**

*"This has been a life changing experience that has facilitated my career advancement by boosting my self-confidence and personal growth. I have recently been included as a member of the senior management team in recognition of the strategic contributions I have been able to provide through my Master's study. I now stay abreast of local and worldwide events and am able to anticipate their impact on the management of our human resources. My resume is attracting more attention than it used to and I've been shortlisted more frequently and for more senior positions as I pursue my career aspirations".*

*"The programme is extremely useful in providing me with this solid foundation on which to base my professional development. As a senior HR Manager who operates at strategic level, it has enhanced my career by keeping me current with best practices on a practitioner and an academic level".*

**To find out more about our master's programme as well as how to apply please complete the expression of interest form (page 7) and send to Sally Rumbles the Course Leader by email at [Sally.Rumbles@port.ac.uk](mailto:Sally.Rumbles@port.ac.uk)**

**If you would like to speak to Sally about the course then she would be happy to arrange a zoom meeting.**

## Academic staff teaching on the MSc Human Resource Management 2022-25

### Sally Rumbles:

**DBA (pending) MSc (Dist), BSc (Hons), PGCert in Teaching and Learning in HE, Chartered Member CIPD, FHEA**

Sally is the Course Director for the HRM courses at the University, including the Masters in HRM in the Cayman Islands. She has over 20 years' experience of teaching HRM and management to postgraduate students and has taught on island since 2014. She has co-authored and contributed to a number of HRM and Organisational Behaviour text books and has written and published academic papers as well as presenting her research in the field of employee engagement and well-being at International conferences. She has recently completed her doctorate and is awaiting confirmation of her award. She is an active member of the CIPD and sits on the local branch committee. Prior to joining the University, Sally had a successful career as a HR manager in large multinational corporations. A period as a training manager led her into academic teaching.



### Professor Gary Rees:

**MBA, BSc (Hons), Chartered Companion CIPD, FRSA, FHEA, MBPsySoc**

Gary is Head of the school of Organisations, Systems and People within the Faculty of Business and Law. He is a best-selling author for CIPD, Sage, Pearsons and Wiley Publications, having written 61 chapters in 14 text books and articles in ranking journals as well as presenting research at International Conferences, including the Academy of Management. Gary researches into organisational burnout, employee engagement and well-being. He taught on the first Cayman Islands Masters in 2000, and has taught subsequently in Cayman, Guernsey, Malaysia, Greece, the Netherlands and China. He is an external examiner on London School of Economics (LSE) Masters in HRM degree.



### Julie Spurgeon

**BA(Hons), MSc (Dist), PgDip HRM, Assoc. CIPD, FHEA**

During a 27-year career at IBM Julie gained extensive experience in the management of human resources. As a Line Manager she had day to day responsibility for all aspects of the people management cycle. As European Workforce Strategy Leader and Global Skills Development Lead for an IBM BU she focused on organisation skill gaps, creating a tailored curriculum and catalogue of courses. She led strategic changes to internal IBM Profession. Julie has applied this professional experience to 4 years of teaching HRM to UK and international students at the University of Portsmouth. She has also held the position of Vice-Chair of one of the most successful Multi-Academy Trusts in the UK. Julie is currently working to complete her PhD in the area of Conflict and Resistance between Volunteers and their Managers.



### Dr Liza Howe-Walsh, Reader in International HRM

**DBA, MSc HRD, PG Dip HR, BA (Hons), PG Cert in Learning and Teaching in HE, SFHEA, MCIPD.**

Liza has benefitted from 15 years' experience as an International Human Resources practitioner, including working globally at a senior level for PwC and over a decade in academia at the University of Portsmouth in the UK. She is an elected member of the Women and Leadership executive committee for the International Leadership Association (ILA) supporting the end to inequality of women in leadership. She is fortunate to be actively involved with research and teaching combining her pursuits to align with the lack of women in leadership across education and a breadth of industries globally. Supporting women to research through Doctoral and Masters level study to achieve their development goals. She has published numerous internationally recognised journal articles in journals such as *International Journal of Human Resource Management*, *Journal of International Management*, *Journal of Business Research*, *Journal of Global Mobility* and *Studies in Higher Education* on the topic of women and global mobility.



### **Dr Steve Williams: Reader in Employment Relations**

**PhD, Grad Dip, BA (Hons),**

Steve teaches on a range of postgraduate and undergraduate modules including: Managing Employment Relations, Managing Employment Relations in a Global Context, and Managing Equality and Diversity at Work. Steve is an active researcher and has published widely on various aspects of employment relations. His books include: *Globalization and Work* (Polity 2013), *Employment Relations under Coalition Government* (Routledge 2016) and the fifth edition of *Introducing Employment Relations: A Critical Approach* (OUP 2020).



### **Cherry Hood:**

**MSc HRM, PgCE, Chartered Fellow CIPD, FHEA**

Cherry is a Human Resources professional with experience in public and private sector organisations. She has worked in diverse environments and taught groups of learners in the workplace, in further and in higher education, from level 2 to Masters. Before starting an academic career, she served as a commissioned officer in the Royal Navy, and in manufacturing companies (fabrication and FMCG) providing HR Business Partner support and HRM/HRD generalist service. She has had over 17 years' teaching experience, lecturing in learning & development, applied HRM & HRD, line management skills and HR business context. She is employed as a Senior Lecturer in Human Resource Management at the University of Portsmouth. Cherry's research interests centre around individuals' experiences of careers, and the learning careers of mature students. Cherry is also studying for a Professional Doctorate in Education.



### **Dr David Hall:**

**PhD, MSc, FHEA**

David has extensive experience of course management. He is currently Course Leader for the MSc Human Resource Management programme and has previously been course leader for the MBA and MSc in Leadership and Management Programmes. He has previously taught on the MSc HRM in the Cayman Islands. His expertise is in the field of leadership and change; and HR Strategy and he currently teach these subjects to Masters students. He has authored several text book chapters and academic papers on these subjects. He has experience of working for several international companies and as a consultant before entering Higher Education. Hence, he has management experience of the challenges faced by organisations as they respond to change and aim to improve performance, which influences my approach to teaching and learning.



### **Dr Matthew Anderson:**

**PhD, MA, BA, FHEA**

Matthew Anderson is a Senior Lecturer in Business Ethics at the University of Portsmouth and teaches undergraduate and postgraduate courses in the areas of organisational behaviour, human resource management and sustainable business. He has contributed to HRM and Leadership textbooks and has published academic papers on fair trade and responsible business. Matthew's research interests focus on the intersection between civil society and business. In particular, his work explores business engagement with fair trade and transitions to a circular economy. Recent projects include a rapid evaluation for DFID/FCDO on the impacts of Covid19 on working conditions in global supply chains, and an external review for Fairtrade International on business engagement with certification standards. Prior to joining the University, Matthew worked in the UK Civil Service as a Strategic Analyst delivering policy and communications projects for central departments across government.



**Expression of Interest Form: MSc Human Resource Management Cayman Islands 2022-25**

Name	
Postal Address	
e-mail address	
Telephone number	
Date of Birth	
Nationality/ies	
Name of your employer	
Address of your employer	
Your Job Title	
Your highest level of qualification	
Why do you want to study on this HR programme?	
Where did you hear about this Master's course?	
<p><b>Study time and course fees</b>  <b>Please circle a, b, c, d or e</b></p> <p>a. I am self—funding and will attend classes on my non-working days or take vacation days</p> <p>b. My employer will give me time-off to attend the course but not pay my course fees</p> <p>c. My employer will pay my course fees but not give me time off to attend classes</p> <p>d. My employer will give me time-off to attend classes and pay my course fees</p> <p>e. Some other arrangement – please state what this is here</p>	

The three-year fee includes all teaching sessions, tutorials, teaching materials, assessment and marking of assignments as well as access to the **full range of online University of Portsmouth learning services** including the **library bibliographic databases** and **academic and practitioner publications** and **student study support**. Fees are £12,000 for year one and £12,000 for year two, followed by a final payment of £6,000 for the research methods workshop and dissertation supervision.

There is an additional CIPD membership fee (paid directly to CIPD when you join) which gives access to the CIPD website, CIPD library services, HR tools, Factsheets, Surveys and Reports and a monthly People Management magazine.

***If you want to express interest in our master's programme please complete this form and return it as an e-mail attachment to:***

***Sally Rumbles at the University of Portsmouth [Sally.Rumbles@port.ac.uk](mailto:Sally.Rumbles@port.ac.uk)***