

**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 and 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>Postgraduate Diploma Strategic People Management<br/>Postgraduate Certificate Strategic People Management</b>                                                                                                                                                |
| Entry Requirements <sup>4</sup>                           | <b>Typical offer to potential applicants is as follows; :</b> <ul style="list-style-type: none"> <li>• 2.2 Hons Degree or CIPD Level 5 qualification.</li> <li>• Will consider equivalent professional qualifications or managerial / HR experience.</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 course. The information provided is accurate for students entering level 7 in the 2025/2026 academic year<sup>5</sup>.

**Course Summary**

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 skillfully 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.

<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 \(2024\)](#)

<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](#).

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The programme explores other contemporary authentic innovations and creativity generation in the professional practice 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 through 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 critically 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 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

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### 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>. These learning outcomes are also mapped to the current professional standards map of the Chartered Institute for Personnel and Development (CIPD) <sup>7</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>8</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 awarenesss; 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.
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.

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

<sup>6</sup> As set out in the [QAA Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies \(2024\)](#)

<sup>7</sup> As set out in the [CIPD Professional Standards Map \(2023\)](#)

<sup>8</sup> As set out in the [CIPD Code of Conduct and Ethics \(2023\)](#).

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### Course Design

The design of this course has been guided by the following QAA Benchmarks / Professional Standards / Chartered Institute for Personnel and Development Competency Frameworks:

- [QAA Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies \(2024\)](#)
- [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 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>8</sup> |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--------------------------|
| Level 7 |                                                                                                                                                                                                                                                                                                        |         |                          |
|         | Study and Career Skills Audit and Development                                                                                                                                                                                                                                                          | 0       | R                        |
|         | Work Psychology, Leadership Strategy and Change Management in Organisations                                                                                                                                                                                                                            | 30      | M                        |
|         | People Resourcing, Analytics and Talent Development in Organisations                                                                                                                                                                                                                                   | 30      | M                        |
|         | Managing Employment Relations and Employment Law in Organisations                                                                                                                                                                                                                                      | 30      | M                        |
|         | Contemporary Skills for People Managers in a Digital Age                                                                                                                                                                                                                                               | 30      | M                        |
|         |                                                                                                                                                                                                                                                                                                        |         |                          |
|         | Final Project – two possible options offered as below:<br><ul style="list-style-type: none"><li>- Applied Dissertation: (1-year full-time students) <b>only</b></li><li>- Change Management Consultancy Project: (fulltime or Part-time students) with in-company based position <b>only</b></li></ul> | 60      | M                        |

### Awards

On successful completion of the course, students will be awarded a MSc Strategic People Management. Students who leave the course early may be eligible for a Postgraduate Diploma Strategic People Management on successful completion of 120 credits or a Postgraduate Certificate Strategic People Management on successful completion of 60 credits.

### Course Delivery

The course is delivered at Ipswich. Students studying full-time on MSc Strategic People Management are likely to have approximately 200 contact hours. The contact hours will be a mix of lecture, seminar and final project supervision sessions and students will also be required to participate in off-campus field visits including a one-day employment tribunal visit and day residential incorporated into two of the module's delivery schedule on the course. Students will normally be expected to undertake 32 hours of independent study in an average week but should be prepared for this to vary based on assignment deadlines and class exercises.

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### Course Assessment

A variety of authentic 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 the course overall will consist of coursework (including HR consultancy reports, practical group work, presentations and reflective learning journals), research projects (including research project proposal and completed final project option) and skills portfolio of evidence-styled submissions.

### 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.

The course is accredited by the CIPD and all course contents and assessments are mapped to the current 2023 professional standards map<sup>9</sup> of the CIPD based on three assessed standard categories: Core Knowledge, Core Behaviour and Specialist Knowledge standards and the 2023 CIPD Professional Standards: Code of Conduct & Ethics<sup>10</sup>.

Thus, on successful completion 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. Most of the staff also have membership status of the CIPD.

### Course Costs

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

| Student Group              | Tuition Fees                |
|----------------------------|-----------------------------|
| Full-time UK               | £9,150 per course duration  |
| Part-time UK               | £1,525 per 30 credit module |
| Full-time EU/International | £15,210 per course duration |

Payment of tuition fees is due at the time of enrolment and is managed in accordance with the UoS Tuition Fee Policy 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 2025 and will be included in the total tuition fees for all students. The University through the Course team will usually process student membership applications every January for a 6 month period.

Also, other additional costs on the course such as for day- 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.

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<sup>8</sup> Modules are designated as either mandatory (M), requisite (R) or optional (O). For definitions, see the [Framework and Regulations for Taught Postgraduate Awards](#)

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Students are likely to incur other additional costs for related to expenses on the course such as travel and subsistence living costs for field visits in situations when not covered by the University. Or in cases of own optional learning resources

### **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](#).

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<sup>9</sup> As set out in the [CIPD Professional Standards Map \(2023\)](#)

<sup>10</sup> As set out in the [CIPD Code of Conduct and Ethics \(2023\)](#)