



MINISTRY OF DEFENCE



Master of Arts in Strategic Human Resource Management (MA SHRM)

Accredited by the Chartered Institute of Personnel and Development (CIPD)

Why choose Staffordshire University to study for an MA SHRM?

Staffordshire University places an emphasis on face-to-face and flexible delivery, which provides a more supportive learning environment for those returning to education. The structure of the MA SHRM programme provides a logical, modular sequence with clearly defined study commitments.

Some of the key aspects of an MA SHRM with Staffordshire University are:

- Globally recognised MA SHRM award
- Vocationally relevant and career enhancing
- Challenging and stimulating intensive course in strategic HRM
- Recognition of previous training, development and experience

This course is recognised by the CIPD and provides the knowledge element required for the following grades of CIPD membership:

- Associate (designatory letters Assoc CIPD)
- Chartered (designatory letters Chartered MCIPD)
- Fellow (designatory letters Chartered FCIPD)

The MA SHRM programme consists of a series of modules at three stages;

- Postgraduate Certificate in HRM (comprising four modules)
- Postgraduate Diploma in HRM (comprising four modules)
- Dissertation

Through its collaboration with the MOD, Staffordshire University recognises the extensive HRM experience and training that personnel in the Personnel Support Branch/AGC undertake and have mapped the outcomes from their generic branch training to the

outcomes of the MA SHRM programme. The following is an indication of the level of accreditation and entry point that may be applied against rank:

FS/SSgt/CPO	Direct entry to the Postgraduate Certificate
FO	15 Credits at Postgraduate Certificate
Flt Lt/Capt/Lt(RN)/WO	30 Credits at Postgraduate Certificate
Sqn Ldr/Maj/Lt Cdr	60 Credits - Direct entry to the Postgraduate Diploma

If you hold a first degree in any subject and work within the Personnel Support Branch you may also be considered to have entry to the programme following interview. Where an individual considers they could be awarded additional exemptions based on existing qualifications then an application can be made for accreditation of prior learning. Further exemptions will be awarded where the syllabus, outcomes and level of the qualification map to one or more of the studied modules (please see below).

When can I begin my studies?

It is possible to start all stages in September and January of each year.

How long does it take?

Each stage of the programme takes a minimum of one year to complete unless you have exemptions. Therefore, for example, a Sqn Ldr/Major can achieve an MA SHRM in two years, a Flt Lt./WO in two and a half years and a FS/SSgt in three years. To provide as much flexibility as possible the programme has been designed so that students can complete each stage of the programme over a longer period of time reflecting

the exceptional demands placed on service personnel. Therefore during periods of out-of-area or change in circumstance it will be possible for you to put on hold your studies until you are able to restart. However the programme must be completed within five years of commencement.

What will I study?

Each stage consists of the following modules:

Postgraduate Certificate in HRM;

- Developing Skills for Business Leadership
- Understanding and Implementing Coaching and Mentoring
- Resource and Talent Management*
- Learning and Talent Development*

*These modules are exempt for those with 30 credits accreditation

Postgraduate Diploma in HRM;

- Investigating a Business Issue in HRM
- Human Resource Management in Context
- Leading, Managing and Developing People

MA SHRM

- Dissertation

How will I study?

Each taught module will be delivered on the University's Stafford Campus through a five day intensive programme which is supported by the University's virtual learning environment. You will have a module tutor(s) for each module who will support your independent study through, for example, exam guidance and feedback on draft assignments. There is some taught element to the Investigating a Business Issue in HRM module but as this is predominantly research based a project supervisor will be appointed. The dissertation is an independent research project which does not have any taught element. A dissertation supervisor will be appointed who is a subject matter expert. Support for your project/dissertation research will be conducted face to face, by e mail or by telephone.

How will I be assessed?

Assessment will be conducted through essay based assignments, a project, examinations and a dissertation. All examinations, where relevant, will take place at selected MOD stations throughout the country.

How much does it cost?

You can find all of our current fees at:
www.staffs.ac.uk/HMForces

The university is an approved ELC provider; therefore you are able to use your ELC/SLC as payment towards your fees. If you do not qualify for an ELC then the University is able to provide a flexible payment schedule.

When you join the programme, if you are not already a CIPD member, you must register as a student member. The documentation and process for this will be provided by the Faculty of Business, Education & Law on the compulsory Preparing for Postgraduate Study Day prior to the commencement of your studies. During your studies you will be encouraged and supported to apply for the relevant grade of membership for your current role. This application has to demonstrate your ability to meet the activities and behaviours required for the grade.



I want more information or I want to start the course; who do I contact now?

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A preferred supplier to the
career transition partnership
The Ministry of Defence working with Right Management

