

PROGRAMME STRUCTURE

(A) Coursework

The Master of Human Resource Management (MHRM) by coursework is a 42 credit hour programme which comprises the following:

CORE COURSES (24 CREDIT HOURS)

BSMH 5013	Human Resource Management
BSMH 5023	Strategic Human Resource Management
BSMH 5033	Industrial Relations
BSMH 5043	Performance Management
BSMH 5133	Human Resource Development
BSMH 5143	Compensation and Benefits Management
BPMN 6013	Organizational Behavior and Development
BPMN 6073	Research Methodology

ELECTIVE COURSE (6 CREDIT HOURS)

Choose any 2 courses from the elective courses listed below:

BSMH 5053	Managing Occupational Safety and Health
BSMH 5063	Workforce Diversity Management
BSMH 5073	Human Resource Costing
BSMH 5083	Human Resource Information Systems
BSMH 5093	Managing Change and Communication
BSMH 5113	Business Negotiations
BSMH 5123	International Human Resource Management
GMUL 5043	Legal and Ethical Issues in Human Resource Management
SEEG 5013	Managerial Economics

DISSERTATION (12 CREDIT HOURS)

BPMZ 69912	Dissertation
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(B) Research

Students are required to:

1. Attend a series of research training programmes during the first semester of enrolment on the following ten (10) topics:
 - a. Introduction: Introduction to Research in COB
 - b. The Philosophy of Social Science Research: Epistemology and Research Paradigms
 - c. Planning and Managing a Research and Working with Supervisors
 - d. Identifying Research Topic and Research Gap
 - e. Introduction to Quantitative Research
 - f. Introduction to Qualitative Research
 - g. Carrying Out a Literature Review
 - h. Questionnaire Design
 - i. Modelling and Analyzing Data Using SPSS
 - j. Proposal Writing/ Thesis Writing

2. Defend their proposal to a Committee, which comprises a chairperson and at least one examiner appointed by the College/Graduate School, as per requirement below:
 - a. Students must submit two (2) copies of their research proposal to the College/Graduate School at least 2 weeks prior to the proposal defence session;
 - b. The examiner(s) should provide written comments and recommend the status of the proposal at the end of the session;

- c. Students are required to make amendments based on the comments and suggestions given by the examiner(s); and
 - d. The research proposal should comprise the following chapters:
 - Chapter 1 : Background of the study, problem statement, research questions, research objectives, scope of the study, and significance of the study.
 - Chapter 2 : Literature review
 - Chapter 3 : Research methodology
 - a. Research framework
 - b. Hypotheses/ propositions development
1. Attend a viva session (oral examination) to defend their thesis, per requirement below:
 - a. Upon approval from their supervisor(s), students should fill in “The Intent to Submit Form (ITS)” and submit it to the College/Graduate School together with two (2) copies of the thesis;
 - b. Students will be informed of the viva session by the College/Graduate School;
 - c. Students have to pay the viva fee before the viva session takes place.
 2. Submit the final thesis:
 - a. Students should make corrections with guidance from the supervisor(s) based on comments and suggestions given during the viva session by the examiners.
 - b. Before binding the final thesis, students should obtain approval (or signature) from the College/Graduate School for certification of the thesis.
 - c. The thesis should be prepared in three (3) copies (two in hard cover and one in loose copy), all of which are to be submitted to the College/Graduate School.

Students pursuing a masters' programme by full research are required to take one (1) pre-requisite course, i.e. **BDMR 8013 Business Research and Methodology**, before they can pursue their research work.