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2019

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CYPRUS INSTITUTE  
*of* MARKETING

THE CYPRUS  
BUSINESS SCHOOL

# Master of Science (M.Sc.) in Human Resource Management & Corporate Strategy

14 months FT | 24 months PT

# Welcome to the Cyprus Business School

The Cyprus Institute of Marketing (CIM) has been operating in Nicosia since 1978 and in Limassol since 1984. Originally set up to promote the science of Marketing in Cyprus and abroad, during the last 43 years CIM has evolved into an all-round Business School, offering an array of programmes – from Marketing and Management to Finance & Accounting, Shipping, and International Business & Commercial Law.

Over the years, CIM has provided the opportunity to more than 10,000 students to acquire world-class qualifications and fulfil their aspirations. The majority of these are individuals who had missed out, for one reason or another, on the opportunity to study after graduating from secondary school, yet who always had the desire to pursue learning, gain further knowledge and qualifications, and advance their careers.

Though CIM now serves students from all ages and all walks of life, it still offers exclusively evening classes – in order to cater for the needs of working individuals. And it still puts its emphasis on combining theory and practice.

We are proud to be Cyprus's finest Business School. And we are proud to offer the best education at the most affordable fees.

## Course Objectives

The primary objective of the MSc in Human Resource Management & Corporate Strategy is to nurture aspiring HR managers and create effective strategic decision makers.

Graduates of the MSc will be able to carve out successful HR policies and practices, as well as make informed strategic decisions, across different global contexts.

### Aims

- Increase understanding of aspects of human resource management and critically evaluate the role HRM can play in achieving a competitive advantage in a dynamic, global environment
- Develop strategic skills and thinking in order to become an organisational change agent, while at the same time learn to effectively manage day-to-day operational needs
- Learn to manage and retain talent across borders, continents and cultures
- Gain a deep insight into organisational business priorities and appreciate how HRM can contribute to broader corporate strategic objectives

### Learning Outcomes

- Acquire the technical skills required in human resource management
- Identify the importance of motivation in terms of knowledge and practice as well as maintain talented employees
- Increase your ability to use data and apply analytical strategic skills in solving HRM problems and in making competitive strategic decisions
- Develop an ability to organise people and exercise leadership in culturally diverse environments
- Exercise ethical judgement and design corporate strategic decision making
- Acquire the strategic knowledge to manage effectively an organisation's human resources in a competitive manner

## Why study for the CIM M.Sc.?

This MSc programme will accelerate your managerial and leadership development process. Gaining an MSc from The Cyprus Institute of Marketing will make you a great deal more competitive in the market place, as your knowledge of management skills and operating techniques will be significantly improved.

Management in both the private and public sectors requires the highest level of relevant executive training, as well as vision, analytical skills and the ability to implement far-reaching decisions. Our MSc programme will make you look beyond narrow boundaries and horizons, preparing you for higher-level career planning.

Our close links with the industry and the commercial and public sectors ensure access to real case studies and maximise the employment prospects of our graduates.



## Dissertation

A key requirement of the MSc is a Dissertation of 10,000 words, which must be submitted by November or, in case it is found wanting further revision by the Institute's markers, by December. The Dissertation must be of satisfactory standard and must contain original research work. Students may be required to present and defend their work to an examining panel. The 10,000-word Dissertation is a major part of the Human Resource Management & Corporate Strategy MSc and a student not submitting an up-to-standard Dissertation will not be awarded the MSc.

The Dissertation must be on a pre-agreed topic (agreed with the student's tutor) and should have a research bias. Students are expected to begin work on their Dissertations once exams are

over in June. They must submit their work by the end of November of the same year.

Students are allocated a tutor, who assists them in the early stages of research in January. The Institute encourages students to undertake studies that are of a current concern to a real organisation, preferably their own if employed.

Dissertations are marked by an internal examiner and moderated by an external examiner. The pass mark is 50% and students' performance will be indicated on their transcript. In case the Dissertation is not of an acceptable standard, students, paying an extra 85 Euro, may re-submit their work, which has to be in by latest December. If the Dissertation is again found to be unsatisfactory, then the student will fail their MSc.

## Subjects

The programme is made up of 6 subjects, 5 of which are compulsory and 1 optional:

### Compulsory Subjects

1. Strategic Management
2. Managing Human Resources
3. Organisational Behaviour
4. Research Methods
5. Strategic Human Resource Management

### Optional Subjects (Choose 1)

6. International Human Resource Management
7. Employment Law
8. Ethics & Corporate Social Responsibility

Note: Optional subjects offered are subject to availability of lecturers and to student demand. For a subject to run, there should be a minimum of five students enrolled on it.

## Duration

**Full-Time: 14 months**

**Part-Time: 24 months**

## Commencement

The academic year for a September start runs from September to May, when the final exams take place. From June onwards, students work on their Dissertation, which must be submitted in November. The academic year for a January start runs from January to August, with final exams conducted in September.

The Dissertation in this case must be submitted by March of the following year.

## Weekly hours taught / ECTS

The number of weekly contact hours for **full-time** study is 18 teaching periods per week. The total number of subjects taught in one year are 6.

For **part-time** students, the number of weekly teaching periods is 9. The total number of subjects taught in one year are 3.

Each subject is worth 12 ECTS. The Dissertation is worth 18 ECTS. The programme is made out of a total of 90 ECTS.

## Entry requirements

Entry requirements are flexible and are based on a candidate's proven academic ability, motivation, letters of reference, experience as a manager or business executive, and added value they can bring to the programme.

### The usual minimum requirements are:

- A recognised Bachelor's Degree  
AND
- IELTS 6.5 or equivalent



## Assessment

- The pass mark is 50%
- Two Assignments worth of a combined 40%
- Final Examination worth of 60%

## Tuition Fees

€6500 EU students

€7000 International students

## Recognition

Apart from approval by SHRM, the CIM MSc HRM & CS has been accredited by the Cyprus Quality Assurance Agency and is recognised by KYSATS.

Cypriot students are eligible to apply for Government subsidy up to €3420.



### APPROVED AS ALIGNED BY THE SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)

The Society for Human Resource Management (SHRM) has acknowledged that the CIM Master in Human Resource Management & Corporate Strategy fully aligns with SHRM's HR Curriculum Guidebook and Templates. Throughout the world, 474 programs in 359 educational institutions have been acknowledged by SHRM as being in alignment with its suggested guides and templates. The HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels. The guidelines -- created in 2006 and revalidated in 2010, 2013, and 2017-- are part of SHRM's Academic Initiative to define HR education standards taught in university business schools and help universities develop degree programs that follow these standards.

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1978-2021  
**43 YEARS**  
TEACHING SUCCESS

