

Nicosia / Limassol

# MSc. Human Resource Management

(Corporate Strategy / Corporate Sustainability)

14 MONTHS FT / 24 MONTHS PT



# CIM - Cyprus Business School

CIM-Cyprus Business School was established in 1978 in Nicosia as The Cyprus Institute of Marketing and has been operating also in Limassol since 1984. Originally set up to promote the science of Marketing in Cyprus and abroad, during the last 45 year CIM-Cyprus Business School has evolved into an all-round Business School, offering an array of programmes at both Undergraduate as well as Postgraduate level – from Marketing, Business, to Accounting and Finance, Shipping, and Human Resource Management, Law, Hospitality Management and other.

Over the years, CIM-Cyprus Business School has provided the opportunity to more than 10,000 students to acquire acclaimed qualifications and fulfil their aspirations. A lot of our students 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 serves students of all ages and all walks of life, we still offer evening classes exclusively – in order to cater for the needs of working individuals. We still put emphasis on combining theory and practice and remain committed to offering the best and most accessible education at the most affordable fees.

## AIMS

- / To acquire the technical skills required in human resource management.
- / To identify the importance of motivation in terms of knowledge and practice as well as to maintain talented employees by reducing turnover.
- / To enhance the ability to use data and apply analytical strategic skills in solving HRM problems and making competitive strategic decisions.
- / To create an ability which will enable students to organize people and exercise leadership in culturally diverse environments.
- / To enhance the ability to exercise ethical judgement and design corporate strategic decision making.
- / To acquire the strategic knowledge necessary for effectively managing an organizations' human resources in a competitive manner.

## COURSE OBJECTIVES

The programme's primary objective is to provide knowledge and develop different kinds of managerial skills for the effective management of human resources and for devising and implementing corporate strategy/governance in any corporate setting. Knowledge and competences lie in the minds of people of an organization. The emphasis of the programme is on human resources and on how any organization looking to create and maintain a competitive advantage, must connect recruiting, developing, and managing people for effective implementation of strategy and governance.

This MSc programme will accelerate students' managerial and leadership development process. Those who graduate with this MSc are guaranteed to have an in-depth knowledge of management skills and operating techniques and that their existing knowledge will be significantly increased. Management in both the private and public sectors requires executive training, vision, analytical skills, the ability to implement far-reaching decisions, and the ability to self-reflect. These are some of the core learning outcomes of this MSc.

The programme offers students the ability to specialize in either Corporate Strategy or Corporate sustainability, so allowing human resource managers to operate at a strategic level and manage their organisations effectively in the complex and uncertain business environment of today. The new specialisations are aligned with the new market trends and were developed in close consultation with the industry.



## MODULES

### COMPULSORY

Human Resource & Talent Management – Yearly

Organisational Behaviour & Change Management – Yearly

Employment Law – Term 1

Employee Relations – Term 2

Research Methods – Yearly

Dissertation – Yearly

### CORPORATE STRATEGY / OPTIONAL (2 OUT OF 3)

Leadership & Corporate Strategy

International HRM

Strategic HRM

### CORPORATE SUSTAINABILITY / OPTIONAL (2 OUT OF 3)

Ethics & Corporate Social Responsibility

Equality, Inclusion and wellbeing in the Workforce

Critical Issues in HRM

*Note:* All optional modules are subject to availability of lecturers and student demand. For a module to run, there must be a minimum of eight students.

## COMMENCEMENT

Classes commence in October.

The academic year runs from October to May, when the final exams take place. From June onwards, students work on their dissertation, which must be submitted in October.

## DISSERTATION

A key requirement of the MSc. is a dissertation of 10,000 words, which must be submitted at the beginning of October or, in case the dissertation is found wanting further revision by the Business School'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 MSc. and a student not submitting an up-to-standard dissertation will not be awarded the degree. 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 theses once exams are over in June. They must submit their work at the beginning of October of the same year. Students are allocated a tutor, who assists them in the early stages of research. The Business School encourages students to undertake studies that are of a current concern to a real organisation, preferably their own if employed.

The pass mark is 50% and students' final grades will be indicated on their transcript. In case the dissertation is not of an acceptable standard, students, may re-submit their work, by mid-December at the latest, at a cost of 200 Euros. If the dissertation is again found to be unsatisfactory, then the student will fail their MSc.

## ADMISSION REQUIREMENTS

Entry requirements are flexible and are based on a candidate's proven academic ability, motivation, experience as a manager or business executive, and an assessment of the benefits that he or she is likely to obtain from the programme. The usual minimum requirements are:

- / **A Second Class Honours Bachelor Degree from an accredited University**
- AND**
- / **IELTS 6.5 or equivalent**

## ASSESSMENT

Students sit examinations once a year, in May. The weighting of results is as follows:  
Assignments: 40%  
Final exams: 60%

All modules have 2 assessment components:  
- Two Assignments worth 20% each (January & April) for Yearly modules  
- Final Examination for all modules\* worth 60%

*The pass mark is 50%*

Students must pass all modules as well as the Dissertation.

*Note 1:* \*The module of Research Methods is assessed solely by the Research Proposal

*Note 2:* Some assignments are in the form of group work followed by a presentation and self reflective report

**Tuition Fees:**  
**€6730**

Government subsidy up to €3420  
(for Cypriot students)

**Registration Fee:**  
**€200**

## WEEKLY HOURS TAUGHT

The number of weekly taught hours for full-time study is 18 teaching periods per week. The total number of courses taught in one year is 6. For part-time students, the number of weekly teaching periods is 9. The total number of subjects taught in one year are 3.

# Positive Mentor

## RECOGNITION



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



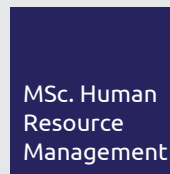
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