



## **MASTERS DEGREE IN HUMAN RESOURCE MANAGEMENT 2009**

The Master's Degree in Human Resource Management offered through UCCI's Executive Training Centre is a graduate programme that enhances the skills of current and aspiring HR Professionals and is designed as a fully accredited Master's Degree in Human Resource Management. UCCI has collaborated with the Cayman Islands Society of Human Resource Professionals (CISHRP) to tailor the offering to suit professionals working in the Cayman Islands as well as meeting the requirements of international workplaces.

The Programme consists of four modules offered over a 14 month period. Successful completion of all four modules will entitle a student to be awarded the Master's Degree in Human Resource Management.

### **Module I (January – February 2009)**

The first module consists of 4 introductory seminars offered by UCCI, in partnership with the American Management Association (AMA). Students are required to complete all seminars. Each seminar is three days in length and is facilitated by members of the AMA and UCCI faculty.

1. Fundamentals of Human Resource Management - AMA – 15, 16, 17 January 2009
2. Recruiting, Interviewing and Selecting Employees – AMA – 22, 23, 24 January 2009
3. Communication and Interpersonal Skills – AMA – 29, 30, 31 January 2009
4. Finance and Accounting for Non-Financial Managers – AMA – 12, 13, 14 February 2009  
(exam on 21 February 2009 for *Finance and Accounting* Module only)

#### **Assessment**

Assessment of this module is based on attendance and active participation as well as examination of the seminar titled *Finance and Accounting*.

At completion of this module students who meet assessment requirements will be awarded a *Certificate of Excellence* from the AMA.

#### **Materials for study**

All materials for module 1 are supplied to students.

#### **Cost of Module 1**

Cost of Module 1 is CI\$4,200. This cost includes all materials and the final examination.

### **Stand-alone option**

Module 1, including each individual seminar, is also available as a stand-alone training program at a cost of CI\$1,200/seminar.

### **Module 2 (March – May 2009)**

The second module is a training module that combines self-study with instructor support. The module consists of 6x4 hours of contact time as well as significant self-study time. Students are trained in the following six topics offered through the Society of Human Resource Management (SHRM) Learning System. The topics are:

1. Strategic Management – 28 February 2009
2. Workplace Planning and Employment – 7 March 2009
3. Human Resource Development – 14 March 2009
4. Total Rewards – 21 March 2009
5. Employment and Labor Relations – 28 March 2009
6. Risk Management – 4 April 2009

### **Assessment**

At completion of the second module, students will have received preparation to take either the Professional of Human Resources (PHR®) Exam\* or the Senior Professional of Human Resources (SPHR®) Exam\* offered by the Human Resource Certification Institute (HRCI) in **June 2009**. Students must successfully pass the exam in order to obtain the certification. The certification is issued by the Human Resource Certification Institute (HRCI) in the US.

\*PHR certification focuses on technical and operational aspects of HR

\*SPHR certification focuses on strategic HR and policy issues

### **Materials for study**

All materials for module 2 are supplied to students.

### **Cost of Module 2**

Cost of Module 2 is CI\$2,400. This cost includes all materials. Students will be required to pay a fee to register for the external examination which will be conducted in Cayman.

### **Stand-alone option**

Module 2 is also available as a stand-alone training program for professionals who want HRCI certification. \*Participants must qualify to sit certification examinations.

### **\*SHRM**

For more info on the SHRM training, including an online demo, see [www.learnhrm.com](http://www.learnhrm.com). For much more info on the PHR and SPHR exams and certifications, see [www.hrci.org](http://www.hrci.org).

\*The *PHR/SPRH Certification Handbook* has answers to just about any question one could possibly have, including examination dates and fees, choosing the best certification, HR experience requirements, etc. The handbook can be found at [www.hrci.org/Certification/HB-PDF07](http://www.hrci.org/Certification/HB-PDF07).

## **Module 3 (September – December 2009)**

Module 3 is an academic module offered in the fall semester that includes the following 4 topics:

1. Planning in an HR Environment
2. Strategic HR Management & HR Issues in the Cayman Islands
3. Human Resource Management in International Contexts
4. Leading & Learning in Human Resource Management

All classes are held after business hours to accommodate busy professionals. This module requires significant self-study time to prepare for assessment.

### **Assessment**

There are 4 written papers required and student presentations are also a part of this module.

### **Materials for study**

Students are required to purchase two texts which will be available on campus.

### **Cost of Module 3**

Cost of Module 3 is CI\$4,200.

## **Module 4 (January – March 2010)**

The final module is an independent study where students apply their HR knowledge to real world experiences and issues. The module is flexible with respect to the student's professional obligations. Each student works with a UCCI faculty member who has expertise in the area of study. The final module can only be undertaken following completion of modules 1, 2 & 3.

Assessment consists of a final thesis based on the topic selected for independent study.

After successfully completing all four modules of the fourteen month long programme, students will be awarded the Master's Degree in Human Resource Management from UCCI.

### **Cost of Module 4**

Cost of Module 4 is CI\$4,200.

## **Cost of total Masters Degree**

The cost of the full Masters Degree is CI\$15,000, plus \$25 registration fee, external examination fee and text books as required. Stand-alone pricing will be provided for those interested in attending a particular module or sessions within a module.

## **Admission requirements**

A Bachelor degree is required, as well as work experience. All applications are reviewed by a committee for selection. Applicants who do not hold a Bachelor degree but who have significant experience in an HR management role **MAY** be given consideration for entry to the programme.

## **Application process**

To apply, please go to <http://www.ucci.edu.ky/howtoapply.php> . Once you have completed the application process and made payment, you will need to register at <http://sis.ucci.edu.ky> For further information, or clarification please contact Diane Campbell, Deputy Registrar ([dcampbell@ucci.edu.ky](mailto:dcampbell@ucci.edu.ky)) or call 526 5046. There is no need on the application process for post-graduate students to provide parent details.

For information about the MHRM, contact Dr Carolyn Mathews ([cmathews@ucci.ed.ky](mailto:cmathews@ucci.ed.ky)) or call 526 5017.