



## MASTER OF HUMAN RESOURCE MANAGEMENT 2011

The Master's Degree in Human Resource Management, offered through UCCI's Executive Training Centre, is a 36 credit graduate program that enhances the skills of current and aspiring HR Professionals. UCCI has collaborated with the Cayman Islands Society of Human Resource Professionals (CISHRP) to design the program to suit professionals working in the Cayman Islands as well as meeting the requirements of international workplaces. In addition, internationally recognized professional certification is offered as part of the degree.

The program consists of three modules offered over an 18 month period. Successful completion of all three modules entitles a student to be awarded the degree of Master of Human Resource Management.

### Module I (January – June 2011) – 12 credits

Module 1 consists of

- Fundamentals of HR Management – 3 credits
- US accredited SHRM training – 6 credits
- Research Methods in Business & Management – 3 credits

#### ***Part 1 –Essentials of HR Management***

Part 1 consists of 3 introductory seminars. Students are required to complete all seminars. Each seminar is two full days in length presented on a Friday/Saturday.

1. *Fundamentals of Human Resource Management* introduces students to strategic and operational HR functions, talent management, managing performance, designing effective training and development, determining compensation and benefit programs as well as managing HR issues in demanding economic times. **Belinda Blessitt-Vincent- Jan 14 and 15, 2011**
2. *Communicating effectively as a Human Resource Manager* involves clearly expressing expectations to others, directing and coaching for optimal performance and building trust, loyalty and a team spirit in a diverse workplace as well as effective approaches to managing conflict. **Erica Gordon-Jan 28 and 29, 2011**
3. *Finance and Accounting for Non-Financial Managers* develops a basic understanding of accounting concepts, of financial statements, annual reports and cost/profit analyses as well as effective budgeting. **Dr. Ginnie Gardner – Feb 4 and 5, 2011**  
(Students are required to sit a 1hr exam for *Finance and Accounting*)

## **Assessment**

Assessment of Part 1 is based on attendance and active participation as well as examination of the seminar titled *Finance and Accounting*. A Certificate of Achievement in *Fundamentals of HR Management* is presented to students who successfully complete the program.

## **Materials for study**

Materials for Part 1 are supplied to students and one text book is required for purchase.

## **Cost of Part 1**

Cost of Part 1 is CI\$1,050. This cost includes the final examination.

## **Time**

Classes are held from 9-4p.m. on the Friday and Saturday.

## ***Part 2 – SHRM Training (Feb– March 2011)***

Part 2 is a US accredited training program offered through the US based Society of Human Resource Professionals (SHRM). The SHRM Program combines self-study with instructor support preparing students for examination by the Human Resource Certification Institute (HRCI) in the United States.

The program consists of 6 x 4 hours of contact time as well as significant self-study time. All classes are offered on Saturdays from 9am - 1pm. Students are trained in the following six topics offered through the Society of Human Resource Management (SHRM) Learning System. The topics are:

1. Strategic HR Management - **Feb 19, 2011**
2. Workplace Planning and Employment – **March 5, 2011**
3. Human Resource Development - **March 19, 2011**
4. Total Rewards – **April 2, 2011**
5. Employment and Labor Relations - **April 16, 2011**
6. Risk Management – **April 30, 2011**

## **Assessment**

At completion of SHRM training, students will have received preparation to sit 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 2011**. Students must successfully pass the exam in order to obtain the certification. Certification is issued by the Human Resource Certification Institute (HRCI) in the United States. A practice exam is offered to assist students to prepare for the exam as well as an emphasis on study techniques throughout the training.

\*PHR certification focuses on technical and operational aspects of HR and is appropriate for HR practitioners and aspiring HR practitioners.

\*SPHR certification focuses on strategic HR and policy issues and is appropriate for HR managers.

## **Materials for study**

All materials for the SHRM program are supplied to students.

### **Cost of SHRM Program**

Cost of the SHRM program is CI\$2,600. This cost includes all materials, the practice exam and a strong emphasis on effective study techniques. In addition, students are required to pay HRCI a fee to register for the external US examination which is conducted at UCCI.

### **Stand-alone option**

The SHRM Program is also available as a stand-alone training program for professionals to gain HRCI certification\*.

\*For more info on 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).

## ***Part 3 – Research Methods in Business & Management (June – July 2011)***

Research Methods in Business & Management prepares students to undertake an applied research project in Module 4 of the MHRM. This course enables students to develop skills needed to

- Develop appropriate research questions
- Implement a range of data collection methodologies appropriate to business & management
- Detail the operational steps needed to undertake research
- Develop a research plan

All classes are held after business hours to accommodate busy professionals.

### **Assessment**

Students are required to develop 4 short papers that will culminate in a research plan

### **Materials for study**

Students are required to purchase a text book.

### **Cost**

The cost of Research Methods is \$1,050 + cost of the textbook.

## **Module 2 - 12 credits (September – December 2011)**

Module 2 is an academic module offered in the fall semester that includes the following 4 topics:

1. Strategic HR Management
2. 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**

Three written papers and one student presentation are required as part of this module.

### **Materials for study**

Students are required to purchase one textbook which will be available on campus.

### **Cost of Module 2**

Cost of Module 2 is C\$4,200.

## **Module 3 (January – May 2012)**

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

### **Assessment**

Assessment consists of

- A student presentation of research findings
- A final thesis based on the topic selected for independent study.

### **Materials for study**

Students are required to purchase one textbook which will be available on campus.

### **Cost of Module 3**

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

## **Completion of the Degree**

Students, who successfully complete all 3 Modules of the program, will be awarded the degree of Master of Human Resource Management.

### **Total Cost of Master's Degree**

The cost of the full Masters Degree is C\$13,100 plus \$25 registration fee, external examination fees and text books as required. Stand-alone pricing is available for those interested in attending a particular module or sessions within a module.

## **Admission requirements**

A Bachelor Degree is required for entry to the MHRM.

Applicants who do not hold a Bachelor degree but who have significant experience in an HR role **MAY** be given consideration for entry to the program.

All applications are reviewed by a committee for selection.

## **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 623 0546. There is no need on the application process for post-graduate students to provide parent details. For further information about the MHRM, contact Dr Carolyn Mathews ([cmathews@ucci.ed.ky](mailto:cmathews@ucci.ed.ky)) or call 526 5017.