

ENTRY REQUIREMENTS

1. Admission to the programmes will be open to persons who satisfy either of the following:

i. Entry Requirements for Degree Applicants

Applicants under this category should have:

- A bachelor's degree or equivalent from a university or college acceptable to The University of the West Indies, with at least Second Class Honours.

Students with Pass degrees will be considered if:

- They have at least three years managerial experience; and
 - They are successful at an interview conducted by a panel to be selected by the Department of Management Studies
- Two letters of reference.

ii. Entry Requirements for Non-Degree Applicants:

Managers in the Caribbean with the following: technical certificates or diplomas, or who have significant years of management experience may be allowed entry into the programmes under the following conditions:

- They hold technical certificates or diplomas that can be assessed by The University of the West Indies, and
- They have at least five (5) years managerial experience in the appropriate sector, and
- They are successful at an interview to be conducted by a panel to be selected by the Campus Committee for Graduate Studies and the Department of Management Studies, and
- They provide two acceptable letters of reference.

DURATION

Full-time - 18 months; Part-time - maximum of four years (including Internships, Research Project, other)

PROGRAMME COST

Programme costs of BDS \$30,000 (USD\$15,000) include books, a laptop and materials, plus applicable University Registration fees and can be paid on a per-module basis.

Annual University Registration Fees

University Registration Fees are NOT included in the cost of the tuition fee.

These fees are as follows:

Amenities Fees	– BDS\$700.00	(US\$350.00)
Guild Fees	– BDS\$120.00	(US\$60.00)
ID Card (First year only)	– BDS\$25.00	(US\$12.50)

Students enrolled in this self-financed programme are billed for the courses for which they register each semester. Fees are payable immediately on registration. University fees are additional to the programme fees and are billed on registration every semester until the degree has been awarded.

Programme Costs and University Registration Fees are subject to change in 2011/2012.

CONTACT INFORMATION

MSc. Management with Human Resource Management Specialisation

Programme Coordinator

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The University of the West Indies
Cave Hill Campus



TAUGHT HIGHER DEGREE PROGRAMMES

FACULTY OF HUMANITIES & EDUCATION

MA African Studies
MA in Caribbean Studies: Languages/Literatures
MA Cultural Studies
MA Heritage Studies
MA History
MA Linguistics
MA Theology
Diploma in Education (Secondary)
Master in Education (MEd)
MFA Creative Arts

FACULTY OF LAW

Diploma/LLM Corporate & Commercial Law
Diploma/LLM Legislative Drafting
Diploma/LLM Public Law

FACULTY OF MEDICAL SCIENCES

DM Anaesthesia and Intensive Care
DM Emergency Medicine
Diploma, MSc., DM Family Medicine
DM General Surgery (Parts I and II)
Diploma in Health Service Management
DM Internal Medicine

DM Obstetrics and Gynaecology
DM Ophthalmology
DM Paediatrics
DM Psychiatry
Master in Public Health - Health Services Management

FACULTY OF SOCIAL SCIENCES

MSc. Applied Psychology
MSc. Banking & Finance
MSc. Building & Construction Management
MSc. Counselling Psychology
MSc. Cricket Studies
MSc. E-Governance for Developing States
MSc. Financial & Business Economics
MSc. Integration Studies
MSc. International Management
MSc. International Trade Policy

CAVE HILL SCHOOL OF BUSINESS

MSc. Investments & Wealth Management
MSc. Labour & Employment Relations
MSc. Logistics and Supply Chain Management
MSc. Management offered in four specialisations:- Financial Management, Human Resource Management, International Management and Marketing

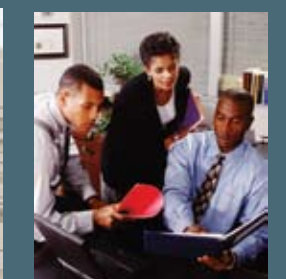
MSc. Management
MSc. Project Management & Evaluation
MSc. Sociology
Master of Social Work
MSc. Tourism and Events Management
MSc. Tourism & Hospitality Management
MSc. Tourism with Project Management
MSc. Tourism and Sport Management
MSc. Tourism Marketing
MSc. Transport Economics

FACULTY OF PURE & APPLIED SCIENCES

MSc. Electronic Commerce
MSc. Natural Resource and Environmental Management

CAVE HILL SCHOOL OF BUSINESS

Doctor of Business Administration
Executive Master in Business Administration
International Master in Business Administration
Master in International Events Management



UWI also offers a range of MPhil and PhD programmes in a number of areas. Information on these as well as our application process, online application forms, and the documentation required can be found at:

www.cavehill.uwi.edu/gradstudies

JOIN THE TRADITION OF EXCELLENCE

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PROGRAMME OVERVIEW

The current global business environment requires Caribbean businesses to have highly skilled managers who can effectively navigate this highly complex and competitive context. This suite of MSc. programmes seek to develop a core of managers with these skills. Each programme has been developed in response to identified market needs.

AIMS AND OBJECTIVES

This programme is a strategic response to the current global business environment where Caribbean businesses require highly skilled managers, who can participate effectively in this very competitive milieu. It offers a core set of courses combined with a specialisation in a particular management discipline. Each programme will integrate international perspectives with the specifics of the Caribbean context, engaging participants in intensive and interactive class seminars and projects, requiring both conceptual and practical thinking.

The specific objectives are to:

- Extend the breadth and depth of management education in the Caribbean;
- Develop critical thinking and decision-making skills, in the context of management and business situations;
- Prepare participants, both as generalists with an understanding of the general business environment, and as specialists with in-depth understanding of a particular aspect of management;
- Challenge participants through immersion in demanding, rigorous, rewarding learning experiences, both individual and team-based; and to
- Ensure that participants can communicate well, both orally and in writing.

COURSE OF STUDY

The programmes consist of eight core modules, five concentration modules, and a research paper or an internship for a total of 45 credit hours. Over their course of study, students will be required to take three mandatory not-for-credit special skills workshops as follow:

1. Corporate Communications;
2. Foreign Language – Spanish is compulsory;
3. One (1) workshop related to discipline.

CORE PROGRAMME

Eight (8) Core Management Modules (3 credits each) and a Research paper or Internship (6 credits) (Total 30 credit hours)

ACCT 6010	Accounting for Managerial Decision-making
ACCT 6011	Corporate Finance
MGMT 6139	Leadership and Organisational Behaviour
ACCT 6017	Quantitative Methods for Management
MGMT 6132	Strategic Planning and Management
MGMT 6001	Human Resources Management
MKTG 6000	Principles of Marketing
TOUR 6000	Research Methods

MGMT 6990 Applied Research Paper or Internship (6 credits)

ADDITIONAL COURSES FOR EACH SPECIALISATION

FINANCIAL MANAGEMENT SPECIALISATION

ACCT 6021	Corporate Financial Policy
ACCT 6020	Corporate Restructuring
ACCT 6014	Corporate Tax Planning and Management
IMGT 6000	International Finance
PTMT 6004	Project Financing

HUMAN RESOURCE MANAGEMENT SPECIALISATION

MGMT 6140	Compensation Management
MGMT 6137	Contemporary Industrial Relations Practices
MGMT 6138	Human Resource Development
MGMT 6142	Legal and Ethical Environment of Human Resource Management
MGMT 6141	Strategic Human Resources Management

MARKETING SPECIALISATION

MKTG 6010	Consumer Behaviour
MKTG 6070	Integrated Marketing Communications
MKTG 6030	Marketing Research
MKTG 6050	Product Planning and Distribution
MKTG 6040	Services Marketing

INTERNATIONAL MANAGEMENT SPECIALISATION

IMGT 6000	International Finance
IMGT 6010	International Marketing
IMGT 6030	International Trade and Investment
IMGT 6060	International Organisational Behaviour
IMGT 6070	International Strategy

MSc. MANAGEMENT

Students may choose not to pursue a specialisation track but opt for MSc. Management (with no specialisation).

One (1) Human Resource Management option,

One (1) Financial Management option,

One (1) Marketing option,

One (1) International Management option, and

One core course from the already approved Cave Hill MSc. Tourism and Hospitality Management programme:

TOUR 6030	Tourism Destination Management
TOUR 6040	Sustainable Tourism Development
TOUR 6050	Strategic Marketing for Tourism and Hospitality
TOUR 6060	Service Quality in Hospitality and Tourism
TOUR 6140	Financial Management
TOUR 6070	Information Technology and Management for Tourism and Hospitality

HUMAN RESOURCE MANAGEMENT SPECIALISATION

COMPENSATION MANAGEMENT

This course examines the art of compensation – how people get paid, and what difference it makes (or should make) to the overall success and productivity of an organisation. It focuses on the strategic issues in managing compensation as well as developing a total compensation strategy for an organisation. The course brings to the fore new developments and established approaches to compensation decisions, performance-management and its relationship with compensation management and the future direction of compensation in a changing environment.

CONTEMPORARY INDUSTRIAL RELATIONS PRACTICES

The course will focus on key issues in contemporary labour and employment relations. It will examine industrial conflict and Industrial Relations processes and outcomes as they apply both in unionised and non-unionised workplaces. In addition it will examine the role of state intervention in the promulgation and enforcement of Labour and Employment Law and the role of the International Labour Organisation. Finally, it will examine contemporary developments in Industrial Relations such as the impact of technology on workplace relations and new approaches to collective bargaining and grievance resolution.

HUMAN RESOURCE DEVELOPMENT

This course is designed to develop an appreciation for the role of human resource development in contributing to organisational growth and development. It focuses on two core strands;

- How to think systematically and strategically about HRD, and what initiatives to undertake when implementing HRD policies, programmes and practice to support organisational competitiveness; and
- Looking at relevant models and strategies for HRD in organisations, best practices in HRD philosophy, policy, programmes, processes and managerial practice, the function and purpose of HRD activities, roles and responsibilities of organisational members in HRD activities, techniques for determining the HRD needs of the organisation, methods for measuring and assessing the impact of the HRD investment, strategies for aligning HRD activities to others areas of human resource management and best practices in HRD.

LEGAL AND ETHICAL ENVIRONMENT OF HUMAN RESOURCE MANAGEMENT

This course is aimed at providing a survey of the legal and ethical responsibilities of the organisation and the human resource professional. A multi-disciplinary approach will be employed in exploring the variety of legal and ethical issues involved in carrying out the HR functions.

STRATEGIC HUMAN RESOURCES MANAGEMENT

The aim of this course is to provide managers with theoretical frameworks and conceptual models to guide and inform the practice of SHRM in organisations. As potential human resource practitioners and managers, the participants must be capable of making informed choices regarding the strategies informing the acquisition and use of human capital in organisation to build and sustain organisational competitiveness/competitive advantage.

CONSUMER BEHAVIOUR

This course examines consumer behaviour in its various dimensions, and considers the impact of the area on a firm's marketing strategy. Consumer behaviour is examined as it relates to both final end-user and organisation consumers. The course further explores its identification and data collection; the impacts of messages temporally and across individual diversity. The course considers the organisation's response to consumer behaviours utilising innovation in products and processes.