

Learning Outcomes for MSc in Human Resource Management and Organizational Psychology

National Qualification Framework for Iceland	MSc in Human Resource Management and Organizational Psychology	
Qualification at Master level Cycle 2.2. 90 – 120 ECTS	MSc in Human Resource Management and Organizational Psychology is a 90-120 ECTS master's degree programme. It focuses on graduating students within in-depth knowledge in organizational behaviour, leadership and human resource management, with comprehensive insight into business subjects such as strategy, business law and economics, ethics and responsible management. To obtain the degree, students must complete a 30 ECTS research project within the relevant field.	
KNOWLEDGE		
The National Qualification Framework states that degree holders possess knowledge within a defined field of the relevant profession. <ol style="list-style-type: none"> 1. Possess knowledge and understanding of scientific subjects and challenges 2. Have acquired knowledge through research 3. Can provide arguments for their own findings 4. Can place latest knowledge into context in the relevant specialized field 5. Are familiar with research methods in their scientific field 6. Have knowledge of science ethics 	*	The learning outcomes for the MSc in Human Resource Management and Organizational Psychology state that degree holders possess knowledge of:
	1, 5, 6	definitions, and concepts of organizational behaviour, human resource management, leadership and organizational psychology.
	1, 2, 3, 4, 5	theoretical foundations and methods of organizational behaviour, human resource management, leadership and organizational psychology
	1, 4, 5	definitions and concepts of human resource management from a strategic and process perspective
	1, 4, 5	definitions, and concepts of business law and employment law
	1, 4, 5, 6	definitions, and concepts of international labour economics
	1, 4, 5, 6	definitions, and concepts of strategy and change management
	1, 2, 4, 5	research and sources of empirical knowledge in organizational behaviour, human resource management and leadership
	3, 5, 6	definitions, and concepts of business ethics, responsible management and sustainability
	2, 3, 5, 6	knowledge about research philosophies, different research methods and ethical aspects of research and science.

SKILLS

<p>The National Qualification Framework states that degree holders can apply methods and procedures of a defined scientific field or profession. <i>This entails that holders:</i></p> <ol style="list-style-type: none"> 1. Have adopted relevant methods and procedures 2. Are capable of analyzing imparting statistical information 3. Can understand and tackle complex subjects in a professional context 4. Can apply their knowledge and understanding in their scientific and professional work 5. Can use the relevant equipment, technology and software 6. Can collect, analyze and evaluate scientific data 7. Are innovative in developing and applying ideas 8. Can apply their knowledge, understanding and proficiency for resolution in new and unfamiliar situations or in an interdisciplinary context 9. Can develop projects and place them in context by applying methods based on scientific theories and/or experience 10. Are capable of integrating knowledge, tackle complex subjects and present an opinion based on the available information 11. Can effectively apply research methods and implement small-scale research projects 12. Understand research and research findings. 	*	The learning outcomes for the MSc in Human Resource Management and Organizational Psychology state that degree holders can apply the methods and procedures of information management, as follows:
	1, 3, 4, 8, 10	apply best practice tools and methods in organizational behaviour, human resource management and leadership in different settings
	2, 3, 4, 8, 10, 12	evaluate critically organizational behaviour, leadership and human resource practices with the aim of proposing and implementing improvements
	2, 3, 4, 8, 10, 11, 12	apply appropriate methods and analytical procedures to conduct analysis of practical organizational behaviour, leadership and human resource issues and problems and propose valid solutions based on this analysis
	2, 3, 4, 8, 10, 11, 12	access, retrieve and evaluate relevant information reliably
	2, 3, 4, 8, 10, 12	work collaboratively with others in the same and different disciplines
	3, 7, 8, 10	can apply critical thinking and evaluate and resolve issues and situation from the perspective of ethical behaviour, responsible management and sustainability
	2, 3, 4, 8, 10, 12	be receptive to new ideas and innovation

COMPETENCES

<p>The National Qualification Framework states that degree holders can apply their knowledge and skills in a practical way in their profession and/or further studies. <i>This entails that holders:</i></p> <ol style="list-style-type: none"> 1. Have developed the necessary learning skills and independence for further studies 2. Can initiate projects within the scientific field and be responsible for the work of individuals and groups 	*	The learning outcomes for the MSc in Human Resource Management and Organizational Psychology state that degree holders can apply their knowledge and skills in as follows:
	5, 6	recognize and manage professional issues in organizational behaviour, human resource management and leadership
	1, 2,	work in an independent and organised manner, set goals, and plan and implement solutions to diverse problems

<p>3. Can communicate complex scientific information, challenges and findings to scholars as well as to general audience</p> <p>4. Are capable of presenting and describing scientific issues and research findings in a foreign language</p> <p>5. Can make decisions in an independent, professional manner and support them</p> <p>6. Can evaluate the suitability of the different methods of analysis and complex scientific issues in each case</p> <p>7. Can communicate statistical information.</p>	2, 3, 5, 6	apply the methods and procedures of organizational behaviour, human resource management and leadership, with particular reference to business practices, strategy, operations, finances and legal issues.
	4	can use written and spoken English in their professional and scientific work
	1, 2, 5, 6	advance knowledge through innovation and knowledge creation
	2, 5	can communicate the importance of ethical and responsible business practices and initiate efforts to increase the level of responsible management in their profession and/or organizations
	1, 3,	pursue life-long learning in practice
	2, 3	participate actively and cooperatively in group tasks, and assume a leadership role
	1, 2, 3, 7	interpret and present theoretical issues and empirical findings by applying qualitative or quantitative research methods.