

Learning Outcomes for Master of Human Resource Management and Organizational Psychology (MHRM)

National Qualification Framework for Iceland	Master of Human Resource Management and Organizational Psychology at Reykjavik University	
Qualification at Master level Cycle 2.1. 30 - 120 ECTS	Master of Human Resource Management and Organizational Psychology (MHRM) is a 90 ECTS-credit qualification at master level. It focuses on graduating students with in-depth knowledge skills and competences of human resource management and organizational psychology.	
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. Can provide arguments for their own solutions 3. Can place latest knowledge into context in the relevant field 4. Are familiar with research methods in their scientific field 5. Have knowledge of science ethics 	*	Degree holders possess knowledge of:
	1, 4, 5	theoretical foundations and methods of human resource management and organizational psychology
	1, 2, 3, 4	main concepts of organizational psychology
	1, 2, 3, 4	definitions, and concepts of human resource management from a strategic and process perspective
	1, 2, 3, 4	definitions, and concepts of business law and employment law
	1, 2, 3, 4	definitions, and concepts of international labour economics
	1, 2, 3	definitions, and concepts of staffing and performance management
	1, 2, 3	definitions, and concepts of training and development
	1, 2, 3, 4, 5	research and sources of empirical knowledge in organizational behaviour and human resource management
	3, 5	definitions, and concepts of business ethics, responsible management and sustainability
SKILLS		
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> <ol style="list-style-type: none"> 1. Have adopted relevant methods and procedures 2. Are capable of analyzing statistical information 3. Can understand and tackle complex subjects in a 	*	Degree holders can apply methods and procedures as follows:
	1, 3, 4, 8, 10	apply best practice tools and methods in human resource management and organisational behaviour to different settings
	2, 3, 4, 8, 10, 12	evaluate critically human resource management practices with the aim of proposing and implementing improvements

professional context		
4. Can apply their knowledge and understanding with a professional approach	2, 3, 4, 8, 10, 12	critically evaluate management practices with the aim of proposing and implementing improvements
5. Can use the relevant equipment, technology and software	1, 2, 3, 4, 5, 6, 8, 10	apply appropriate methods and analytical procedures to conduct analysis of practical business problems and propose valid solutions based on this analysis
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	2, 3, 5, 8, 12	access, retrieve and evaluate relevant information reliably
9. Are capable of integrating knowledge, resolve complex issues and present an opinion based on the available information	3, 4, 8, 10	work collaboratively with others in the same and different disciplines
10. Can recognize novelties which are based on scientific theories and/or experiments	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
11. Can apply research methods of the relevant scientific field or/and profession to present, develop and resolve projects	2, 3, 4, 8, 10, 12	be receptive to new ideas and innovation
12. Understand research and research findings.		

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 3. Can communicate scientific information, challenges and findings to scholars as well as to general audience 4. Are capable of presenting and describing scientific issues and research findings in a foreign language 5. Can make decisions in an independent, professional manner and support them 6. Can decide which analytical methods and complex theories are applicable 7. Can communicate statistical information. 	*	Degree holders can apply their knowledge and skills as follows:
	5, 6	recognize and manage professional issues in human resource management and organizational psychology
	1, 2,	work in an independent and organised manner, set goals, and plan and implement solutions to diverse problems
	2, 3, 5, 6	apply the methods and procedures of human resource management
	2, 3, 5, 6	apply the ideas of organizational psychology
	4	can use written and spoken English in their professional work
	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.