

Learning Outcomes for Master of Science (MSc) in Human Resource Management and Organizational Psychology

National Qualification Framework for Iceland	MSc in Human Resource Management and Organizational Psychology at Reykjavik University	
Master's Degree Cycle 2.2 90-120 ECTS.	MSc in Human Resource Management and Organizational Psychology is a 90 ECTS-credit master's degree programme. It focuses on graduating students with in-depth knowledge, skills and competences in human resource management and organizational psychology and includes a 30 ECTS-credit Master's thesis.	
KNOWLEDGE		
<p>The National Qualification Framework states that degree holders possess knowledge in a defined area of a scientific field or profession, such that holders:</p> <ol style="list-style-type: none"> 1. possess knowledge of scientific subjects and challenges 2. have acquired knowledge through research 3. can provide arguments for their own findings 4. can place the latest knowledge in context within the relevant specialised field 5. are familiar with the research methods within their scientific field 6. 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, international labour economics, staffing and performance management, training and development
	1, 2, 3, 5	research and sources of empirical knowledge in organizational behaviour and human resource management
	3, 6	definitions, and concepts of business ethics, responsible management and sustainability
	1, 5, 6	research philosophies, different research methods and ethical aspects of research and science.
	2, 6	conducting independent research
SKILLS		
<p>The National Qualification Framework states that degree holders can apply the methods and procedures of a defined area of a scientific field or profession, such that holders:</p> <ol style="list-style-type: none"> 1. have adopted relevant methods and procedures 2. are capable of analysing and imparting statistical information 3. can understand and tackle complex subjects in a professional context 	* Degree holders can apply the 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, 7, 8, 10, 12	critically evaluate management and human resource management practices with the aim of proposing and implementing improvements
	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
	2, 3, 5, 8, 12	access, retrieve and evaluate relevant information reliably

<ol style="list-style-type: none"> 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, analyse and evaluate scientific data 7. are innovative in developing and applying ideas 8. can apply their knowledge, understanding and proficiency 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 experiments 10. are capable of integrating knowledge, resolve complex issues 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. 	3, 4, 8, 10	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
	1, 3, 4, 7, 9, 11	can develop their own concepts and ideas and develop them into a research plan
	2, 3, 6, 8, 9, 10, 11, 12	can conduct analysis of a question or a phenomenon through data gathering, data analysis and critical evaluation
	2, 3, 4, 7, 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 their profession and/or further study, such that holders:</p> <ol style="list-style-type: none"> 1. have developed the necessary learning skills and independence for further studies 2. can initiate and lead projects within the scientific field and be responsible for the work of individuals and groups 3. can communicate complex scientific information, challenges and findings to scholars as well as to general audiences 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 defend them 6. can evaluate the suitability of the different methods of analysis and complex scientific issues in each case 7. can communicate statistical information 	* Degree holders can apply their knowledge and skills in as follows:	
	2, 5, 6	recognize and manage professional issues in human resource management and organizational psychology
	1, 2, 3, 7	work in an independent and organised manner, set goals, and plan and implement solutions to diverse problems and interpret and present theoretical issues and empirical findings.
	2, 3, 5, 6	apply the methods and procedures of human resource management
	2, 3, 5, 6	apply the ideas of organizational psychology
	2, 5, 7	communicate the importance of ethical and responsible 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
	4, 7	can use written and spoken English in their professional and scientific work