

University of Essex

Rules of Assessment for MSc Human Resource Management (Full and Part-Time) Masters Degree 2024-2025

1. Preamble

a) These rules apply to the full-time (12 months) and part-time (24 months) Masters programmes. The rules should be read in conjunction with the relevant Programme Structure, Programme Specification and on-line Module Directory entries. The Module Directory will give detail of assessment arrangements. The Programme Structure will identify which modules are core for the Programme.

b) A taught module is any assessed component excluding the dissertation or equivalent. A core module must be taken as part of the programme structure and passed, with no condonement of marks below a pass allowed.

c) All Masters Degrees can be awarded with Distinction and Merit.

d) It is for the Board of Examiners to determine whether the criteria for an award have been satisfied.

2 Pass Mark

a) The pass mark for all modules of the Masters degree is 50. Credits are only awarded if the module is passed. In cases where failure with a mark of 40 is condoned, the credits are not awarded.

b) For the purposes of these rules taught module averages, the overall weighted average for the taught modules and the mark for the dissertation or equivalent will be rounded to the nearest whole number – i.e. 49.5 will count as 50, 49.4 as 49.

3 Progression

3.1 For Students on the Part Time Course

Progression to Year Two

A student will only be permitted to progress to Year Two if they pass a minimum of 15 credits at the first attempt, in addition to passing core modules, These requirements must be met before progressing to Year Two, even where there are extenuating circumstances accepted by the Board of Examiners.

4 Eligibility for an Award

The Masters Degree

Pass

To be awarded a pass in the Masters a student should:

- a) Attempt 180 credits at Masters Level (Level 7) of which 140 must be passed, with the remaining credits condoned, subject to (d).
- b) Pass all the taught core modules and the dissertation or equivalent.
- c) Pass at least 60 taught module credits at the first attempt unless there are substantiated extenuating circumstances accepted by the Board of Examiners.
- d) Failure with a mark of 40 or more, for up to 40 credits in non-core taught modules, may be condoned provided the overall weighted average for all the taught modules is 50.

4.1 A Pass with Merit and Distinction

4.1.1 Pass with Merit

To obtain a Merit, in addition to achieving the requirements for a pass, a student should:

- Have an overall weighted average mark of 60 or more.

4.1.2 Pass with Distinction

To obtain a Distinction, in addition to achieving the requirements for a pass, a student should:

- Have an overall weighted average mark of 70 or more.

4.2 The Postgraduate Diploma and Certificate

a) Where a student is either unable to complete their studies or does not achieve the required credits to be awarded a Masters, then the award of either a Postgraduate Diploma or a Postgraduate Certificate will be considered. Students can be considered for the award of a Distinction and Merit for an exit award.

b) Departments will identify on the published programme structure which taught modules have to be passed in order to obtain a PG Certificate or PG Diploma. In many cases it will be possible to obtain the necessary credits for a PG Diploma by using dissertation or equivalent credits as well as taught module credits.

c) Dissertation or equivalent credits cannot be used to obtain a Postgraduate Certificate.

4.2.1 To be awarded a Postgraduate Diploma a student should:

a) Attempt 120 credits at Masters Level (Level 7) of which 90 must be passed, with the remaining credits condoned, subject to (d).

b) Pass at least 60 taught module credits at the first attempt unless there are substantiated extenuating circumstances accepted by the Board of Examiners.

c) Pass all taught core modules.

d) Failure with a mark of 40 or more for up to 30 credits in non-core modules may be condoned provided that the overall weighted average for the 120 PG Diploma credits is 50.

Credits obtained for the dissertation or equivalent can normally be used when considering whether a Postgraduate Diploma can be awarded, provided that the above criteria have been met.

A Pass with Merit or Distinction

Where a student has more than 120 credits, the best credits compatible with the structure for a Postgraduate Diploma giving at least 120 credits will be used to calculate the overall weighted average mark.

Pass with Merit

To obtain a Merit, in addition to achieving the requirements for a Postgraduate Diploma, a student should:

- Have an overall weighted average mark for the 120 PG Diploma credits of 60 or more.

Pass with Distinction

To obtain a Distinction, in addition to achieving the requirements for a Postgraduate Diploma, a student should:

- Have an overall weighted average mark for the 120 PG Diploma credits of 70 or more.

4.2.2 To be awarded a **Postgraduate Certificate** a student should:

a) Attempt 60 credits at Masters Level (Level 7) of which 40 must be passed, with the remaining credits condoned, subject to (d).

b) Pass all taught core modules.

c) Pass 15 credits at the first attempt unless there are substantiated extenuating circumstances accepted by the Board of Examiners.

d) Failure with a mark of 40 or more for up to 20 credits, in non-core modules, may be condoned.

Dissertation or equivalent credits cannot be used to obtain a Postgraduate Certificate.

A Pass with Merit or Distinction

Where a student has more than 60 credits, the best credits compatible with the structure for the Postgraduate Certificate giving at least 60 credits will be used to calculate the overall weighted average mark.

Pass with Merit

To obtain a Merit, in addition to achieving the requirements for a Postgraduate Certificate, a student should:

- Have an overall weighted average mark for the 60 PG Certificate credits of 60 or more.

Pass with Distinction

To obtain a Distinction, in addition to achieving the requirements for a Postgraduate Certificate, a student should:

- Have an overall weighted average mark for the 60 PG Certificate credits of 70 or more.

5. Reassessment

5.1 Reassessment for taught modules

a) Students may have a second attempt for module(s) that have been failed, up to a maximum of 60 taught module credits. Where students are offered the chance to undertake voluntary reassessment for the purposes of gaining professional accreditation, in taught modules which would normally meet the criteria for being condoned, the total number of credits' worth of compulsory and voluntary reassessment cannot exceed the 60 credit limit.

b) No second attempt at the assessment for a module is permitted prior to the Board of Examiners meeting where marks are confirmed.

c) The maximum mark that will be recorded for a module as a result of a second attempt is 50, unless there are substantiated extenuating circumstances accepted by the Board of Examiners.

d) The Board of Examiners will reinstate the module mark for a previous attempt at a failed module if it is higher than the mark for the most recent attempt. This includes where students are permitted to undertake voluntary reassessment in taught modules for the purposes of gaining professional accreditation.

5.1.1 If a student fails a module on the second attempt at the assessment no further attempt is allowed unless there are substantiated extenuating circumstances accepted by the Board of Examiners.

5.1.2 Where the Board of Examiners permits a student to have a second attempt at the assessment for a module this only applies to any individual assignment/examination for the module that has been failed. A student cannot be

permitted to repeat a module unless permitted by the Board of Examiners because of substantiated extenuating circumstances.

5.1.3 Where a full-time student has not met the requirements to pass and is eligible to undertake reassessment and/or have failed marks condoned, the Board of Examiners will give the student the opportunity to undertake reassessment across the summer and/or wait until the final board when the dissertation or equivalent outcome is known.

5.1.4 Where a part-time student has not met the requirements to pass and is eligible to undertake reassessment and/or have failed marks condoned, the Board of Examiners will give the student the opportunity to undertake reassessment. The timing of the reassessment will depend on the student's year of study and what type of modules they have failed.

a) Students on the part-time course who fail modules in Year One will be required to undertake reassessment at the first available opportunity, in accordance with the overall limit on the volume of reassessment of 60 credits as set out in rules 5.1a. Reassessment will normally be undertaken during the summer vacation of Year One where students either:

i) have failed a core module

ii) have failed a module with a mark below 40

iii) have failed more than 40 credits' worth of non-core modules with marks in the 40-49 range.

Where students have failed a maximum of 40 non-core credits with marks in the 40-49 range, they can choose either to undertake the reassessment during the summer vacation in Year One or wait until after the Final Exam Board when the dissertation or equivalent outcome is known, as it might be possible to have these failed credits condoned without needing reassessment. Students who choose to undertake reassessment across the summer should note that the limit on the overall volume of

reassessment in taught modules for the whole award is only 60 credits, as set out in rule 5.1a. This means, for example, that if students undertake 40 credits of reassessment in Year 1 they will only have 20 credits' worth of reassessment available in Year Two.

b) Students on the part-time course in Year One who have still failed modules after reassessment across the summer in Year One will only be permitted to proceed with their studies if they meet the following criteria:

i) have passed at least 15 credits at the first attempt

ii) have passed all core modules taken so far

iii) still have enough new credits to study in Year Two to be able to aim for an exit award without further reassessment in the failed modules, unless there are extenuating circumstances accepted by the Board of Examiners which permit another assessment attempt.

c) Following a failed reassessment attempt across the summer of Year One, where further reassessment is permitted in some or all failed modules due to extenuating circumstances which have been accepted by the Board, the options offered by the Board of Examiners will be as follows:

i) In the case of failed core modules, or where students have not passed 15 credits at the first attempt, to undertake reassessment without attendance but not to proceed to Year Two until they have been passed.

ii) In the case of failed non-core modules, and where students have passed 15 credits at the first attempt:

- To delay proceeding to Year Two and to undertake reassessment without attendance, or

- To proceed to Year Two and delay reassessment until after the Final Exam Board when the dissertation or equivalent outcome is known, or

- To proceed to Year Two and carry forward a maximum of 20 failed non-core credits into Year Two and undertake reassessment at the earliest opportunity offered by the department during Year Two. Carrying forward the reassessment in failed credits is called trailing.

d) Where students have not met the requirements to proceed to Year Two, and no further reassessment can be offered, they will be required to withdraw but will be considered for an exit award based only on the credits achieved up to that point.

e) Students from Year One who are permitted by the Board to trail reassessment in modules into Year Two due to extenuating circumstances, will have their reassessment marks in the trailed modules considered alongside their Year Two marks at an Interim Board, which will make a progression decision. Where the trailed modules are failed again, students will not be given another attempt at the assessment unless there are extenuating circumstances accepted by the Board of Examiners which permit another assessment attempt.

f) Students who fail modules from Year Two onwards can choose either to undertake the reassessment across the summer or wait until after the Final Exam Board when the dissertation or equivalent outcome is known. The limit on the overall volume of reassessment in taught modules for the whole award is only 60 credits, as set out in rule 5.1a.

5.2 Re-submission of Dissertations or Equivalent

a) Re-submission of dissertations_or equivalent is only permitted in the following circumstances:

i) Either substantiated extenuating circumstances accepted at the discretion of the Board of Examiners;

or

ii) Where the original mark awarded is at least 40 and the Board of Examiners judges that the work required to achieve a pass does not include any additional experimental or practical work.

b) Re-submission is subject to the following conditions:

i) A dissertation or equivalent must normally be re-submitted within two months of the formal notification of permission to resubmit; in cases of extenuating circumstances, this may be extended to a maximum of twelve months;

ii) A dissertation or equivalent which has been re-submitted because of a marginal fail shall be awarded no more than a maximum mark of 50; in the case of re-submissions because of extenuating circumstances, the full range of marks shall be available to examiners.

6 Assessment Procedures

6.1 Powers of the Board of Examiners

The Board of Examiners shall have the following powers:

a) Confirming the taught module marks achieved, including any resit marks for reassessment presented to the Board, and awarding credit.

b) Confirming the mark for the dissertation or equivalent, including any mark for resubmission.

c) Confirming any opportunities for second attempts at the assessment reassessment for modules, including resubmission of the dissertation or equivalent; and any opportunities for condonement.

d) Considering each student's marks' profile so that they can be advised on the range of possible award outcomes, including whether it is possible for them to make use of dissertation or equivalent credits.

e) Considering extenuating circumstances as necessary and their implications for results.

f) Determining the appropriate award for each student.

g) For Part-Time courses - determining whether a student can progress to the second year.

h) Requiring any student whose performance is below that required to achieve an award to withdraw from the University.

6.1.1 An Interim Board of Examiners Meeting shall normally be held at the end of the taught module assessment or at the end of a Year of study for a part-time course.

6.1.2 Where a student has not met the requirements to pass and is eligible to undertake reassessment and/or have failed marks condoned, the Board of Examiners will give the student the opportunity to undertake reassessment across the summer and/or wait until the final board when the dissertation or equivalent outcome is known.

6.1.3 Students will be required to withdraw where the accumulation of further credit would not result in the achievement of any postgraduate award according to the Rules of Assessment.

7 Extenuating Circumstances

If you submit Extenuating Circumstances and they are accepted as valid, the Board of Examiners may be able to offer additional assessment opportunities, such as reassessment for uncapped module marks or voluntary reassessment, in line with the Extenuating Circumstances [Policy](#) and [guidelines](#). When extenuating circumstances are accepted, the Board of Examiners will use its discretion to determine what if any action should be taken in accordance with the powers set out in the Policy. Except in the case of accepted extenuating circumstances, Boards of Examiners do not have powers of discretion in relation to the application of the rules of assessment.

End

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