

## **University of Essex**

### **Rules of Assessment for MSc Human Resource Management (Full and Part-Time) Masters Degree 2025-2026**

#### **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**

Students will still be permitted to progress to Year Two if they have failed modules following a reassessment attempt in Year One. However, they will no longer be on track for a Masters degree if they cannot be offered further reassessment attempts because they do not have extenuating circumstances accepted by the Board of Examiners. The scenarios in which students will only be permitted to proceed if, depending on their results, they are still eligible for an exit award of a Postgraduate Diploma or a Postgraduate Certificate are as follows:

- i) Having failed a core module;
- ii) Having received a mark below 40 in a module;
- iii) Having failed more than 40 credits' worth of non-core modules with marks in the 40-49 range;
- iv) Students will only be permitted to proceed to Year Two if they still have sufficient taught credits left to study towards an award higher than the one for which they are already eligible at the end of Year One.

#### **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 (c).
- b) Pass all the taught core modules and the dissertation or equivalent.

c) 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 (c).

b) Pass all taught core modules.

c) 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 (c).

b) Pass all taught core modules.

c) 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 who have failed any taught module will have one opportunity to undertake reassessment in that module. This includes 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.

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 at the next available opportunity.

**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. 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 to undertake voluntary reassessment where this is offered by the Board.

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 all core modules taken so far, unless the modules are not core for an exit award and students meet the criteria set out below.

ii) 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 in 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 to delay proceeding to Year Two and undertake reassessment without attendance.

ii) In the case of failed non-core modules:

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

- To proceed to Year Two and study for an exit award only rather than undertaking some or all of the reassessment.

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 will be given the opportunity to undertake reassessment at the next available opportunity.

## **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 current Dissertation Module Aggregate Mark 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 at the next available opportunity.

**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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