

5. ACADEMIC PROGRAMMES

5.1 Bachelor in Work and Human Resources (Honours)

Course Coordinator: Dr Manwel Debono (Cohort 2010 – 2015)
Dr Anna Borg (Cohort 2012 – 2017)
Mr Luke Fiorini (Cohort 2014 – 2019)

Course Objectives

As organisations strive to adapt to the ever increasing challenges of globalisation, the need for skilled and qualified human resource professionals increases. This Course, offered in collaboration with the Faculty of Economics, Management and Accountancy, aims to fill a gap in this much needed area of specialisation. The curriculum provides students with sound underpinning knowledge and the necessary skills that will enable them to work professionally in settings related to human resources.

Course Programme

Year1

CLS1101 Introduction to Social Sciences
CLS1107 Sociology of Work
ECN1200 Introductory Economics for Work and HR
CLS1102 Equality at the Place of Work
CLS1103 Employment Law in the Maltese and European Contexts
CLS1108 Occupational Psychology

Year 2

CLS1109 Industrial Relations
CLS1110 Labour Economics
CLS1206 Research Methods and Design
CLS1104 Organisational Communication
CLS1105 Introduction to Occupational Health and Safety

CLS1106 The Evolving Labour Market
MGT1944 Human Resource Management

Year 3

ACC2941 Elements of Financial Management
CLS2100 Globalisation, Work and Development
CLS2101 The Recruitment Process
CLS2102 Group Behaviour
CLS2103 Performance Management
ECN2213 Economic Growth and Development
CLS2104 Social Policy and the Labour Market
CLS2105 Education and the Labour Market
CLS2106 Motivation and Compensation
CLS2107 Collective Bargaining

Year 4

CLS2108 Training and Development
CLS2109 Work-Life Issues
CLS2111 Career Choice and Development
IOT2301 Ideas and Entrepreneurship
PPL3091 Public Management
CLS3101 Applied Quantitative Research Techniques (elective)
CLS3102 Applied Qualitative Research Techniques (elective)
CLS3103 Topics in Occupational Health and Safety
CLS3104 Employee Involvement and Participation
CLS3105 Organisational Design

Year 5

CLS3106 Personality at Work
CLS3107 Corporate Culture and Change
CLS3108 Work Design and Job Classification
MGT3207 Applied Topics in Work and HR
CLS3109 Managing Abuse at the Workplace
CLS3110 Workplace Design and Ergonomics
CLS3111 Dissertation

Intake Bachelor in Work & HR (Cohort 2010-2015)

Agius Donna, Alakkad Massimo, Aquilina Joanne, Attard Tania, Avsar Loranne, Azzopardi Joseph, Borg Angela-Jo, Borg Zammit Doreen, Briffa Manuel, Brincat Herbert, Brincat Peplow Dulcie, Bugeja Josef, Buttigieg Michael, Cachia Enzo, Camilleri Franky, Camilleri Shirley, Cardona Doreen, Cauchi Charlot, Ciantar Dorianne, Dingli Scicluna Madion, Falzon Karl, Fenech Eveline, Galea Marlies, Grech Antoine, Grech Elizabeth, Muscat David, Muscat Ryan, Scerri Gayle, Scerri Godfrey, Schembri Alexia Sue, Scicluna Francelle, Sciriha Ivan, Sultana Kennaugh Victoria, Vella Stella, Zahra Emanuel.

Intake Bachelor in Work & HR (Cohort 2012-2017)

Apap Lisa, Attard Tara, Camilleri Marie Jacqueline, Camilleri Tessabelle, Farrugia Gabriella, Fenech Rowena, Mamo Josette, Micallef Mandy, Mifsud Caroline, Muscat Michelle, Rizzo Raisa, Vella Maria Francesca, Zammit Maruska.

Joined Third Year in October 2014¹

Abela Franklin, Brincat Franklyn, Pace Frendo Lizianne, Spiteri Natalino Andrew.

Intake Bachelor in Work & HR (Cohort 2014 – 2019)

Ameen Zara, Attard Joanna, Attard Montalto Luke, Azzopardi Krista, Azzopardi Maria, Azzopardi Maria Gaetana, Baldacchino Kirsten Fae, Baldacchino Mary, Bezzina Yanika, Bonnici Clinton Edwin, Borg Deborah Ann, Borg Kirsten, Briffa Romina, Calamatta Gabriella, Calleja Bettina, Calleja Shirley Angie, Camilleri Ruth, Camilleri Steven Terence, Cardona Marie Therese, Catania Silvio, Cutajar Alfred, Cutajar Rebecca, Darmanin Sara, De Giorgio Michelle, Debattista Gilbert Anthony, Debono Angie, Gatt Claire, Gatt Jason Joseph, Genovese Nadine, Grech Rita, Lia Marco, Mamo Janice Kay, Micallef Trigona Stephanie, Mifsud Carmelina, Mifsud Kirsten, Mizzi Antoinette, Pisani Frankie, Pisani Scalpello Daniela, Piscopo Rutzen Dorothy, Powney Arthur, Prato Carlo, Sansone Alessia, Schembri Odette, Scicluna Leslie, Spiteri Roselyn, Tabone Alan, Tabone Clayton, Tirchett Antonella, Vassallo Alexia, Vella Azzopardi Elena, Vella Danica Ann, Vella Philip and Walker Nadia.

1 According to the Bachelor in Work and HR byelaws, applicants in possession of a Diploma in Work and HR or a Diploma in Social Studies (Industrial Relations) can enter the Bachelor in Work and Human Resources (Hons) during its third year.

Graduated in 2014 with a Diploma in Work and Human Resources
Chetcuti Gianella (Cohort 2012-2014) and Vella Christian (Cohort 2010-2012).



Bachelor in Work and Human Resources Students Cohort 2015-2019

5.2 Diploma in Social Studies – Gender and Development

Course Coordinator

Dr Anna Borg

Course Objectives

The course is intended as an introductory overview on gender issues and how these impact on the individual within social, cultural, economic and political contexts. Its objectives are:

- to sensitise participants to the importance of gender as a transversal theme in appreciating social, cultural, economic and political behaviour
- to facilitate the effective participation of men and women in decisions which invariably affect their lives
- to empower women and men to request, develop and maintain gender friendly and gender sensitive policies in the home, at work and in society.

Course Programme

Year1

CLS1202 Gender and Sociology

CLS1203 Gender and Economics

CLS1208 Introduction to Gender Studies and Public Speaking

CLS1204 Gender and Psychology

CLS1205 Gender and Political Science

CLS1206 Research Methods and Design

Year2

CLS1211 Gender and Social Policy

CLS1215 Gender and Development

CLS1223 Gender Law and Crime

CLS1225 Gender and the World of Work

CLS1224 Gender and Culture

CLS1226 Gender and Health: Local and Global Perspectives

CLS1222 Long Essay

**Intake Diploma in Social Studies – Gender and Development
(Cohort 2014-2016)**

Baldacchino Mary N, Bezzina Maria Theresa, Borg Julienne, Calleja Portelli Sandy, Cassar Julie, Catania Claudia, Cilia Michelle, Compagno Elaine, Debono Judith, Del Bene Agius Sharon, Galea Helenio, Mifsud Carmelina, Muscat Stephanie, Pace Simone, Scicluna Charmaine, Valentino Angela, Xiberras Fleur Marie, Xuereb Ingrid, Zammit Carmen, Zammit Margaret.

**Graduated Diploma in Social Studies – Gender and Development
(Cohort 2011-2013)**

Cachia Delia Caroline, Camilleri Imelda, Camilleri Inez, Catania Moira, Chircop Claire, Farrugia Alexandra, Farrugia Rita, Formosa Danica, Galea Nikita, Gatt Antoniella, Gatt Maria Theresa, Grima Annalise, Grixti Theresa, Mallia Beatrix, Portelli Anthony, Schembri Pauline, Spiteri Brigette, Spiteri Carmel, Weaver Rosaline, Zammit Antida.

List of Long Essays for the Diploma in Social Studies – Gender and Development (Cohort 2011-2013)

Student	Title of Long Essay
Cachia Delia Caroline	The Price for a Desired Feminine Image
Camilleri Imelda	Exploring the Work-Life Challenge through the Eyes of Fathers
Camilleri Inez	The Importance of Work for Female Survivors of Domestic Violence
Catania Moira	Tattoos in Men and Women: A Qualitative Study
Chircop Claire	Understanding the Link between Masculinity and Crime
Farrugia Alexandra	The Experiences of Mothers whose Partners Work Abroad
Farrugia Rita	Some Mothers Do, Other Mothers Don't. The Issue of Choice and Breastfeeding
Formosa Danica	Working Mothers in Malta and How Childcare Centres may Impact on their Decisions about their Work
Galea Nikita	Female Architects: Coping in a Masculine Environment
Gatt Antoniella	Stay-at-home Dads: The New Moms?
Gatt Maria Theresa	Gender Role Identity of Maltese Students in Gender Stereotyped University Courses
Grima Annalise	Gender Roles: How do University Students Perceive their Future Work-life Issues?
Grixti Theresa	The Effect of Caring Work with Children in Care on Female Care Workers' Life
Mallia Beatrix	Attitudes and Perceptions of Health Care Workers Towards Female Genital Cutting
Portelli Anthony	From Bye-laws to a Constitution: Gender Equality in Law
Schembri Pauline	Glass Ceiling in the Culinary Profession
Spiteri Brigette	A Career Woman's Role as a Parent
Spiteri Carmel	Football Enthusiasm versus Gender Stereotyping: Potential Resistance to Female Footballers in Malta
Weaver Rosaline	Women in Leadership Positions within the Media Industry
Zammit Antida	Desperate Housewives or Happy Mums?



Diploma in Social Studies (Gender and Development) Students Cohort 2014-2016



Opening Ceremony for the Diploma in Social Studies (Gender and Development) Students

5.3 Diploma in Social Studies – Occupational Health and Safety

Course Coordinator

Mr Luke Fiorini

Course Objectives

The course objectives are:

- To introduce the concepts and skills involved in the promotion and effective pursuit of health and safety at work
- To develop the basic investigative and analytic competences necessary so that workplace hazards can be recognised, evaluated and minimised
- To inculcate the principle of risk reduction of workplace hazards and practices
- To identify and appreciate the psycho-social features of workers and working environments which have a bearing on the nature and incidence of occupational hazards and diseases.

Course Programme

Year1

CLS1301 Introduction and Physical Sciences

CLS1302 People, Work and Industrial Relations

CLS1303 Business Management and Occupational Psychology

CLS1304 Epidemiology, Statistics and Research Methods

CLS1306 Occupational Safety Principles

CLS1310 The Legal Framework

Year2

CLS1305 Elements of Toxicology and Management of First Aid

CLS1307 Occupational Hygiene and Occupational Health

CLS1309 Environmental Health Management: Policy, Legislation and Supervisory Skills

CLS1308 Health Promotion at Work and Ergonomics

CLS1311 Risk Management and Fire Safety

CLS1313 Synoptic Study-Unit

CLS1312 Long Essay

Graduated (Cohort 2012-2014)

Abdilla Ivan, Armani Oswald, Borg Joseph, Borg Manwel, Borg Moana, Borg Pisa Mira, Cachia Philip, Camilleri Joseph, Ciappara Norbert, Delia James, Dimech Adrian, Galea Matthew, Godano Roberto, Grima Paul, Hili Gordon, Micallef Jeffrey, Micallef Jesmond, Micallef Mario, Montebello Donald, Muscat Terence, Pace Charles, Pulis Ivan, Scerri Diacono Anatole, Scerri Kenneth Paul, Spiteri Paul, Treeby Steven, Vella Haber Miguel, Vella Haber Nicola, Zerafa Claire.

Certificate in Social Studies (Occupational Health and Safety)**Awarded in 2013**

Cristiano Roberto

**List of Long Essays for the Diploma in Social Studies –
Occupational Health and Safety (Cohort 2012-2014)**

Student	Title of Long Essay
Abdilla Ivan	Airline Crew's Perspective of Occupational Health and Safety: A Qualitative Study
Armani Osward	Hazardous Noise Exposure: Is it an Occupational or Social Risk?
Borg Joseph	Noise Mapping at the Delimara Power Station: Employees and Mitigation Measures
Borg Manwel	Lung Function in Fuel Station Attendants: A Comparative Study
Borg Moana	The Health Effects of Dust Exposure in a Powder Producing Food Manufacturing Industry
Borg Pisha Mira	Evaluation of the Health and Safety Hazards associated with Local Fuel Pump Attendants
Cachia Philip	Psychosocial Factors in Travel Agencies
Camilleri Joseph	Contributing Factors in Precutaneous Injuries amongst the Healthcare Workers of the Gozo General Hospital
Ciappara Norbert	The Prevalence of Alcohol Use and Misuse by Members of the Malta Police Force
Delia James	Ergonomics at Work: An Analysis of the Office Environment in Drafting and Design
Dimech Adrian	Risk and Hazards in the Stone Crushing Plant
Galea Matthew	Perceived Hazards among Motorcyclists of the Malta Police Force
Godano Robert	The Relationship between Shift Work and Well-being
Grima Paul	A Review of the Prevalent Postures Adopted by Fishermen and their Relationship to Musculoskeletal Pain
Hili Gordon	A Study on Visual Discomfort among Workers Performing Tedious Visual Tasks
Micallef Jeffrey	An Evaluation of Health and Safety Compliance by Third Party Contractors in Petroleum Installations in Malta
Micallef Jesmond	An Analysis of the Implementation of Occupational Health and Safety Measures in the Maltese Police Force
Micallef Mario	The Perception of Workers of the Role of Maltese Trade Unions in Health and Safety

Montebello Donald	Awareness of Computer Workers towards work-related Upper Extremity Symptoms
Muscat Terence	Musculoskeletal Pain and Disorders related to Moving and Handling of Patients amongst Nurses Working in a Geriatric Setting
Pace Charles	A Review of the Reasons of Non-Compliance to Personal Protective Equipment Regulations within the Construction Industry
Pulis Ivan	Perception of Noise Pollution and Occupational Health and Safety Awareness in Aircraft Ground Handling Staff
Scerri Diacono Anatole	Airline Shift Work: Coping with the Human Biological Clock whilst Managing Shift Work
Scerri Kenneth Paul	The Relation between Work Factors, Psychological Ill-Health and Organisational Commitment in an Engineering Workshop
Spiteri Paul	Knowledge of Evacuation and Emergency Response in a Residential Home for the Elderly
Treeby Steven	Health and Safety Attitude amongst Construction Site Workers – Age as a Contributing Factor
Vella Haber Miguel	A Study of Psychological Harassment among Public Sector Workers in Malta
Vella Haber Nicola	Health and Safety Issues Faced by Survey Interviewers at the National Statistics Office
Zerafa Claire	Nail Technicians Awareness of the Exposure to Chemicals and Airborne Particles in Nail Salons in Malta



Diploma in Social Studies (Occupational Health and Safety) Students Cohort 2012-2014

5.4 Post-Graduate Diploma in Lifelong Career Guidance and Development

Course Coordinator

Dr Manwel Debono

Course Objectives

Employment is becoming more flexible and careers less predictable. The problem of unemployment is a national priority debated at the highest levels of our society. At the same time, there has been an expansion of education with a particular focus on lifelong learning. People are thus seeking increasing amounts of career-related assistance throughout their whole lives. The Postgraduate Diploma in Lifelong Career Guidance and Development, offered jointly by the Centre for Labour Studies and the Faculty of Education, seeks to enhance professional career guidance services in Malta. The course is designed for applicants in possession of a graduate level of education who wish to work at a professional level in the career guidance field.

Course Programme

Year1

CLS5101 Sociology of Work

PSY5701 Helping Skills for Career Guidance Practitioners

EDS5602 Guidance Theories, Models and Strategies

CLS5102 The Labour Market

EDS5601 Research Methods

CLS5104 Career Guidance Tools

CLS5105 Dealing with Particular Groups (elective)

CLS5108 Issues relating to specific sectors (elective)

CLS5103 Placement in Career Guidance Settings *

** This unit starts in Year 1 and continues in Year 2*

Year2

CLS5103 Placement in Career Guidance Settings *

EDS5603 Professional Development

EDS5604 Career Guidance Management (elective)

EDS5606 Career Management and Lifelong Learning (elective)

CLS5106 Labour Law and Economics (elective)

PSY4701 Group Skills (elective)

EDS5605 Career Information Systems (elective)

CLS5107 The Workplace (elective)

CLS5109 Long Essay / Project

Graduated (Cohort 2011-2013)

Agius Antonella, Aquilina Antoinette, Borg Graziella, Borg Rebecca, Camilleri Alan, Fenech Emasy, Fenech Soler Michaela, Gatt Tracey Marie, Guillaumier Rachel.

Obtained a Certificate in Lifelong Career Guidance and Development (Cohort 2011-2013)

Cilia Joseph and Zammit Maria Victoria.

List of Long Essays for the Post-Graduate Diploma in Lifelong Career Guidance and Development (Cohort 2011-2013)

Student	Title of Long Essay
Agius Antonella	F.EM – Female Employment Programme European Social Fund (ESF) – Application Form
Aquilina Antoinette	The Predictors for Recruitment of Sales Jobs
Borg Graziella	Career Guidance in Perspective: An Analysis of the Service in Educational Settings through Clients' Understanding
Borg Rebecca	Code of Ethics for Career Guidance Practitioners: Comparisons, Reflections and Reactions
Camilleri Alan	The Relationship between Interests and Educational Choices at MCAST
Fenech Emasyl	Back to Work: Ways in which Career Guidance Services can support Young Mothers in their Transition back into the Labour Market
Fenech Soler Michaela	The use of ICT in Career Guidance: A Proposal for an Online tool for Secondary School Students in Malta
Gatt Tracey	Measuring Effective Career Guidance Services offered by Employment Advisors within the Public Employment Service in Malta
Guillaumier Rachel	Facilitating Labour Mobility for EU Citizens: Effective Guidance Services within the Public Employment Service in Malta