

## 4. ACADEMIC PROGRAMMES

### 4.1 Bachelor in Work and Human Resources Honours

#### Course Coordinator

Dr Manwel Debono

#### Course Objectives

As organisations strive to adapt to the ever increasing challenges of globalisation, the need for skilled and qualified human resources 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

##### Year 1

- CLS1101 Introduction to Social Sciences
- ECN1200 Introductory Economics for Work and HR
- WPD1102 Sociology of Work
- WPD1123 Occupational Psychology
- CLS1102 Equality at the Place of Work
- CLS1103 Employment Law in the Maltese and European Contexts

##### Year 2

- WPD1121 Industrial Relations
- WPD1105 Labour Economics
- CLS1104 Organisational Communication
- CLS1105 Introduction to Occupational Health and Safety
- CLS1206 Research Methods and Design

- CLS1106 The Evolving Labour Market
- MGT1944 Human Resource Management

#### Year 3

- CLS2100 Globalisation, Work and Development
- CLS2101 The Recruitment Process
- ACC2941 Elements of Financial Management
- 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
- IOT2301 Ideas and Entrepreneurship
- CLS2110 Career Choice and Development
- PPL3091 Public Enterprise 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
- MGT4105 Sustainable Enterprise
- CLS3109 Managing Abuse at the Workplace
- CLS3110 Workplace Design and Ergonomics
- CLS3111 Dissertation

### **New Intake (Cohort 2010-2015)**

Agius Donna, Aquilina Joanne, Attard Tania, Avsar Lorraine, Azzopardi Joseph, Borg Vanessa Marie, Briffa Manuel, Brincat Franklyn, Brincat Herbert, Brincat Peplow Dulcie, Buttigieg Michael, Cachia Enzo, Camilleri Angela Jo, Camilleri Franky, Camilleri Shirley, Ciantar Dorianne, Dingli Scicluna Madion, Falzon Karl, Falzon Laura, Fenech Eveline, Galea Marlies, Gauci Lizianne, Grech Elizabeth, Muscat David, Muscat Ryan, Pace Frendo Vladimir, Perici Victoria, Rizzo Marisa, Scerri Gayle, Scerri Godfrey, Schembri Alexia Sue, Schembri Lisa, Scicluna Francelle, Sciriha Ivan, Spiteri Mark, Spiteri Natalino, Sultana Kennaugh Victoria, Szoradi Boglarka, Vella Christian, Vella Stella.

The Bachelor degree has replaced the **Diploma in Social Studies – Industrial Relations**, with its last intake in 2008.

### **Graduated (2008-2010)**

Briffa Manuel, Callus Nicolina, Camilleri Jeremy James, Caruana Edmea, Cauchi Charlot, Debono Caruana Regine, Deguara Jason, Fenech Carmen, Graham James, Micallef Elizabeth, Micallef Therese.



Diploma in Social Studies (Industrial Relations) students (2008-2010) on their graduation day

The following are the long essays of the last cohort of the Diploma.

### Long essays (Cohort 2008-2010)

Title	Student
Economic and social effects of a recession – Its effects on the labour market in the manufacturing sector in Malta	Briffa Manuel
Workers' representation at the highest level of an organisation – Case study – University of Malta	Callus Nicolina
Union recognition	Camilleri Jeremy James
Female participation in the Armed Forces of Malta	Caruana Edmea
On-the-job training: Employees' perspectives and involvement	Cauchi Charlot
The relationship between organisational change and job satisfaction: A case study	Debono Caruana Maria Regina
An explanation of the impact of wages on lifestyles in the Maltese local context: A focus on employees in the manufacturing sector in Malta	Deguara Jason
The personality factor in stress: Determining the relationship between personality type and occupational stress	Fenech Carmen
Collective bargaining in the public sector – The role of the Collective Bargaining Unit (CBU)	Graham James
The glass ceiling. Is it still a reality? A focus on the teachers in one of the ten state colleges.	Micallef Elizabeth
Facilitating the environmental deployment of resources in an inclusive education	Micallef Therese



## 4.2 Diploma in Social Studies – Gender and Development

### Course Coordinator

Ms Anna Borg

### Course Objectives

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

- to sensitise participants into 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

#### Year 1

- CLS1208 Introduction to Gender Studies and Public Speaking
- CLS1202 Gender and Sociology
- CLS1203 Gender and Economics
- CLS1204 Gender and Psychology
- CLS1205 Gender and Political Science
- CLS1206 Research Methods and Design

#### Year 2

- CLS1215 Gender and Development
- CLS1223 Gender Law and Crime
- CLS1225 Gender and the World of Work

- ANT3022 Anthropology of Gender
- CLS1211 Gender and Social Policy
- CLS1224 Gender and Culture
- CLS1222 Long Essay

### New Intake (Cohort 2009-2011)

Agius Joan, Dingli Rita, Farrugia Dijana, Galea Jennifer, Gatt Mary, Gatt May, Grech Mary, Grech Rita Patricia, Lewis Kathleen, Mallia Mary, Mercieca Anna, Micallef Rita, Mifsud Lilian, Spiteri Paul, Tabone Vania, Terribile Mary, Tonna Connie, Zammit Anna Maria.

The following students have obtained a certificate: Borg Paola, Demicoli Michael and Grech Mary Carmen.

### Long essays (Cohort 2009-2011)

Title	Student
The contribution of women in local councils	Agius Joan
Sexuality and women with physical disability	Dingli Rita
With this ring I thee wed: Perception of marriage among university students	Farrugia Dijana
Later life: A sociological analysis and a gender perspective	Galea Jennifer
The fatherless family and its effects on children	Gatt Mary
An empowering movement for girls and young women – Girl Guides	Gatt May
Division of labour as a source of family conflict	Grech Mary
Looking at blood donors through a gender perspective	Grech Rita Patricia
Sub-Sahara African women: Integration or poverty and social exclusion?	Lewis Kathleen
Women and recreational gambling	Mallia Mary
The empty nest syndrome a myth or a reality? The experience of Maltese mothers	Mercieca Anna
Motherhood, career breaks and barriers	Micallef Rita
The rise of the supermom: A look at women who manage family and work responsibilities	Mifsud Lilian
The male contribution towards domestic chores: Perception of fairness among dual earner couples	Spiteri Paul
The relation between empowerment and gender in the banking sector	Tabone Vania
Women in the diplomatic service	Terribile Mary
How do young female Muslim university students feel perceived by Maltese society and fellow students?	Tonna Connie
Perceptions of teenagers on media images of women	Zammit Anna Maria



## 4.3 Diploma in Social Studies – Occupational Health and Safety

### Course Coordinator

Mr David Parnis

### 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 minimized
- 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

#### Year 1

- CLS1301 Introduction, Familiarization 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

#### Year 2

- CLS1305 Elements of Toxicology and Management of First Aid
- CLS1307 Occupational Hygiene and Occupational Health

- CLS1309 Environmental Health Management and Supervisory Skills
- CLS1308 Health Promotion at Work and Ergonomics
- CLS1311 Risk Assessment
- CLS1313 Synoptic Study-Unit
- CLS1312 Long Essay

### **New Intake (Cohort 2010-2012)**

Abdilla Reuben, Aquilina Kenneth, Aquilina Richard Joseph, Attard Christopher, Baldacchino Andrew, Bellizzi Lorraine, Bonnici Spiteri Shirley, Camilleri Jason, Camilleri Joseph, Cannataci Maria Stella, Cassar Raymond, Chircop Denis, Darmanin Lawrence, Degabriele Joseph, Demicoli Malcolm, Ebejer Peter, Galea Michel, Gambin Ismay, Gatt Darren, Guillaumier Antoine, Hili Marvin, Long Michael, Markham Alan Robert, Micallef Justin, Micallef Nicolette, Muscat Andre, Saliba Elizabeth Sharon, Saliba Pauline, Sammut Joseph, Satariano Roger, Scicluna Mark Anthony, Spiteri Gianluca, Spiteri Johan, Xuereb Stephen, Zammit Spadaro Josette.

### **Graduated (Cohort 2008-2010)**

Armeni Remi, Calleja Pierre, Callus Jonathan, Callus Lorna, Camilleri Alexia Marie, Camilleri Vincent, Conti Pierre, Cremona Joseph, Farrugia Maris, Fenech Alfred, Grech William, Mamo Hector, Mifsud Dolerita, Salomone Stefan C, Scerri Godfrey, Schembri Sue Ellen, Sghendo Elke, Spiteri Andrew, Vassallo Stephen, Vella Edmond, Vella Victor, Wightman James Craig, Zahra Ivan.



Diploma in Social Studies (Occupational Health and Safety) students (2008-2010) undergoing fire training

## Long essays (Cohort 2008-2010)

Title	Student
Practical health and safety guidelines for heating ventilating and air conditioning technicians in Malta	Armeni Remi
A critical evaluation of the level of knowledge in health and safety among security personnel	Calleja Pierre
An assessment of indoor swimming pool chlorine levels and its perceived health effects on the human body	Callus Jonathan
The effectiveness of teaching health and safety in the early years of primary schools	Callus Lorna
Occupational violence risk behind bars: The risk of occupational violence among prison employees	Camilleri Alexia Marie
Occupational health problems among hairdressers in Malta	Camilleri Vincent
Effective knowledge and observance of existing preventive and emergency guidelines of chemical substances at power stations in Malta	Conti Pierre
Occupational risks encountered by traffic police: A case study	Cremona Joseph
A guideline for the evaluation and implementation of safe access and egress to workplaces	Farrugia Maris
Pilot fatigue in a short haul airline	Fenech Alfred
An assessment of the health and safety conditions of domestic waste collectors in Malta	Grech William
An evaluation of the emergency prevention, preparedness and response arrangements being implemented in 4 and 5 star hotels in Malta.	Mamo Hector
Head and eye protection equipment at the place of work	Mifsud Dolerita
Asbestos awareness amongst licensed electricians in Malta	Salomone Stefan C
Awareness of safety requirements in loading airfreight – A study by Globeground Malta Limited	Scerri Godfrey
Light and wellbeing	Schembri Sue Ellen
Manual handling in elderly residential homes: An assessment of caregivers	Sghendo Elke
Safety and health risks of pigeon fanciers	Spiteri Andrew
The health and social effects of work shifts on those employed in the police force	Vassallo Stephen
Risk management in the Maltese construction industry. An evaluation of the problems faced by contractors during the implementation of occupational health and safety regulations	Vella Edmond
Awareness of occupational health and safety legislation amongst employers in Malta	Vella Victor
Safety management systems in the aviation industry - A case study of their implementation and outcomes in a small state	Wightman James Craig
Developing a health and safety training plan for the operation and maintenance of high voltage systems for MIA Technical Department	Zahra Ivan



## 4.4 Post-Graduate Diploma in Lifelong Career Guidance and Development

### Course Coordinator

Dr Manwel Debono

### Course Objectives

Employment is becoming always more flexible and careers are nowadays 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

#### Year 1

- 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)
- EDS5607 Career Guidance Policy Developments across Europe (elective)
- CLS5103 Placement in Career Guidance Settings \*

*\* This unit starts in Year 1 semester 2 and continues in Year 2 Semester 1*

## Year 2

- 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)
- CLS5108 Issues relating to specific sectors (elective)
- CLS5109 Long Essay / Project

**New Intake (Cohort 2009-2011)**

Farrugia Maria Antonia, Galea Marija, Mamo Maria, Mercieca Jamie Matthew, Piscopo Sylvana, Psaila Danica, Tanti Alison, Sammut Moira, Zammit Marlene.

**Long essays (Cohort 2009-2011)**

Title	Student
An examination of University of Malta drop-outs*	Farrugia Maria Antonia
Changing career direction of young professionals (and the role of the career advisor)	Galea Marija
Career development in primary education*	Mamo Maria
Entrepreneurial career management: The role of the guidance professional*	Mercieca Jamie Matthew
What career after prison? – The provision of vocational guidance and career management programmes in prison	Piscopo Sylvana
Career management practices. A comparison between a manufacturing and a service business	Psaila Danica
Career guidance for hearing impaired persons	Sammut Moira
Guide book for career guidance practitioners. Target: Young adults with intellectual disabilities	Tanti Alison
An evaluation of the work trial scheme currently run by the ETC and how this scheme can be promoted by career practitioners to re-integrate individuals to the place of work	Zammit Marlene

\*Work in progress



A presentation about career guidance by the guest lecturer Dr Barbara Bassot from the Centre for Career and Personal Development at Canterbury Christ Church University (UK) in May 2009.