



SECTION 5

Academic Programmes

OFFERED IN 2017-2018

Diploma in Gender, Work and Society

Course Coordinator: Dr Anna Borg

**INTAKE:
(COHORT YEAR 2017-2019)**

Females	Males	Total
14	1	15

The course aims to give students 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,
- facilitate the effective participation of men and women in decisions which invariably affect their lives,
- 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

GDS1001 Gender and Sociology

GDS1004 Introduction to Gender Studies and Public Speaking

GDS1005 Gender and Psychology

CLS1209 Gender and Economics

CLS1210 Gender and Decision Making

CLS1225 Gender and the World of Work

GDS1006 Gender and Law and Gender and Crime

Year 2

CLS1206 Research Methods and Design

CLS1226 Gender and Health

CLS1227* Gender and Organisational Behaviour

CLS1228* Gender and Labour Economics

CLS1229 Gender and Social Policy

GDS1002 Gender and Culture

GDS1003 Gender, Poverty and Development

GDS1007 Media Literacy and Gender Issues

GDS1008 Violence Against Women

*In order to be eligible to join the third year of the Bachelor in Work and Human Resources (Honours) course, students will need a pass in study-units CLS1227 and CLS1228.

Bachelor in Work and Human Resources

(HONOURS)

Course Coordinator: Dr Anna Borg

**INTAKE:
(COHORT YEAR 2018-2023)**

Females	Males	Total
16	4	20

(COHORT YEAR 2014-2019)

Females	Males	Total
30	7	37

(COHORT YEAR 2016-2021)

Females	Males	Total
14	8	22

(COHORT YEAR 2012-2017)

Females	Males	Total
13	3	16

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

Year 1

CLS1102 Equality at the Place of Work

CLS1103 Employment Law in the Maltese and European Contexts

CLS1107 Sociology of Work

CLS1108 Occupational Psychology
CLS1111 Introduction to Social Science
CLS1112 Academic Skills in Work and Human Resources
ECN1200 Introductory Economics for Work and HR

Year 2

CLS1104 Organisational Communication
CLS1105 Introduction to Occupational Health and Safety
CLS1106 The Evolving Labour Market
CLS1109 Industrial Relations
CLS1110 Labour Economics
CLS1206 Research Methods and Design
MGT1944 Human Resources Management

Year 3

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

Year 4

CLS2108 Training and Development
CLS2109 Work-Life Issues
CLS2111 Career Choice and Development
CLS3101 Applied Quantitative Research Techniques (elective)
CLS3102 Applied Qualitative Research Techniques (elective)
CLS3103 Topics in Occupational Health and Safety
CLS3104 Employee Involvement and Participation
CLS3112 Organisational Design
CLS3113 Topics in Employment and Industrial Relations Regulations
IOT2301 Ideas and Entrepreneurship
PPL3091 Public Management

Year 5

CLS3106 Personality at Work

CLS3109 Managing Abuse at the Work Place

CLS3110 Workplace Design and Ergonomics

CLS3114 Applied Topics in Work and Human Resources

CLS3115 Research Process in Work and Human Resources

CLS3116 Dissertation

2017 AND 2018 CLS GRADUATES

During the 2017 and 2018 graduation ceremonies, 24 students of the CLS were awarded their diploma or degrees, as follows:

2017 Graduates - Bachelor in Work and Human Resources (Honours)

Females	Males	Total
12	3	15

2017 Graduates - Diploma in Work and Human Resources

Females	Males	Total
1	0	1

2018 Graduates - Diploma in Work and Human Resources

Females	Males	Total
8	0	8

LIST OF DISSERTATIONS FOR THE BACHELOR IN WORK AND HUMAN RESOURCES (HONOURS)

Cohort 2012-2017

Name of Student	Title of Dissertation
Abela Franklin	The Relationship between Psychological Contract Breach and Job Related Attitudes: A Study within a Pharmaceutical Industrial Plant in Malta
Apap Lisa	Facilitating the Retention of Mothers in the Gaming Sector
Attard Tara	The Human Resource Perspective on the Values of Education for Recruitment
Brincat Franklyn	Pilots' Non-Technical Skills: A Critical Analysis of Current Assessment Practices
Camilleri Marie Jacqueline	Exploring the Reward Management System in the Malta Public Service: The Case of Senior Management Employees
Camilleri Tessabelle	Analysing Individual Needs to Express Human Capital
Farrugia Gabriella	Female Participation in Malta's Maritime Transport Industry: Prospects and Challenges.
Fenech Rowena	Collaboration and Harmony among Employees: The Road to Business Success
Micallef Mandy	Exploring Work-life Balance and the Relevant Stressors in the Private Sector
Muscat Michelle	The Relationship between Flexible Work Arrangements, Employee Engagement and Organisational Commitment: Analysing Work-family Enrichment of Employees at the Central Bank of Malta
Pace Frendo Lizianne	'Mumpreneur': The Career Identities of Maltese Women and their Experience of Combing Business with Motherhood
Rizzo Raisa	The Experiences of Persons with Disability in the Recruitment Process
Spiteri Natalino Andrew	A Study of Lesbian, Gay, Bisexual and Transgender (LGBT) Employment Issues in Small and Micro Enterprises
Zammit Caroline	The Uphill Struggle of Maltese Women to Top Management Posts: Exploring the Gendered Hurdles
Zammit Marouska	Flexible Work Arrangements and Knowledge Workers in an iGaming Organisation: A Case Study

Bachelor in Occupational Health and Safety

(HONOURS)

Course Coordinator: Dr Luke Fiorini

INTAKE:

COHORT 2018 - 2023

Females	Males	Total
3	14	17

COHORT 2016 - 2021

Females	Males	Total
3	28	31

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

Year 1

CLS1314 Academic Skills in Occupational Health and Safety

CLS1315 Physical Sciences in Safety, Health and the Environment

CLS1316 Organisational Behaviour

CLS1317 Work, Industrial Relations and the Business Environment

CLS1318 The Promotion of Health and Wellbeing at Work

CLS1319 Biological Principles in Health, Safety and Occupational Toxicology
CLS1320 Risk Management and Principles of Control

Year 2

CLS1206 Research Methods and Design
CLS1321 Occupational Safety
CLS1322 Health and Safety Statistics and Epidemiology
CLS1323 Ergonomics and Human Factors
CLS1324 Fire Safety and the Management of First Aid
CLS1325 Investigative Skills and Occupational Safety Practice
PBL1020 Health and Safety Legal Framework

Year 3

CLS2301 Gender, Age, Race and Disability
CLS2302 Occupational Hygiene
CLS2303 Occupational Health
CLS2304 Environmental Health Management: Policy and Legislation
CLS2305 Health and Safety Management and Supervisory Skills
CLS2306 Practical Skills and Application
PBL2016 Topics in Health and Safety Law

Year 4

CLS2307 Properties of Material, New Technologies and Technical Drawing
CLS2308 Health and Safety Adults
CLS2309 Applied Occupational Safety and Health
CLS3101 Applied Quantitative Research Techniques (elective)
CLS3102 Applied Qualitative Research Techniques (elective)
CLS3301 Supported Study-Unit in Occupational Health and Safety
CLS3302 Personal Development, Ethics and the Ability to Train Others
CLS3303 Advanced Practical Skills and Application

Year 5

CLS3304 Topics in Applied Occupational Safety and Health
CLS3305 Occupational Incident and Accident Investigation
CLS3306 Occupational Health and Work Performance
CLS3307 Synoptic Unit
CLS3308 Dissertation
IOT3100 Creative Thinking and Innovation

Master in Lifelong Career Guidance and Development

Course Coordinator: Dr Manwel Debono

**INTAKE:
(COHORT 2016 - 2019)**

Females	Males	Total
4	4	8

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

Year 1

CLS1206 Research Methods and Design

CLS5101 Sociology of Work

CLS5102 The Labour Market

CLS5103 Placement in Career Guidance Settings

CLS5104 Career Guidance Tools

CLS5110 Service Provision for Different Client Groups

COU5401 Skills in Vocational Guidance and Counselling for Career Guidance Practitioners

EDS5602 Guidance Theories, Models and Strategies

Year 2

EDS5603 Professional Development

EDS5604 Career Guidance Management

EDS5606 Career Development and Lifelong Learning

EDS5608 Career Guidance Practice

CLS5107 The Workplace (elective)

CLS5111 Applied Quantitative Techniques for Career Guidance

CLS5112 Applied Qualitative Techniques for Career Guidance

Year 3

EDS5609 Dissertation