

Besluit Besluit strekkende tot het verlenen van accreditatie aan de opleiding wo-master Human Resource Studies van de Universiteit van Tilburg

	Gegevens	
datum	15 juli 2013	Naam instelling : Universiteit van Tilburg
onderwerp	Besluit accreditatie wo-master Human Resource Studies van de Universiteit van Tilburg (001355)	Naam opleiding : wo-master Human Resource Studies (60 ECTS)
uw kenmerk	213.5821	Datum aanvraag : 27 december 2012
ons kenmerk	NVAO/20132057/SL	Variant opleiding : voltijd
bijlagen	3	Locatie opleiding : Tilburg
		Datum goedkeuren panel : 22 mei 2012
		Datum locatiebezoeken : 5 en 6 september 2012
		Datum visitatierapport : 10 december 2012
		Instellingstoets kwaliteitszorg : Ja, positief besluit van 3 april 2013

Beoordelingskader

Beoordelingskader voor de beperkte opleidingsbeoordeling van de NVAO (Stcrt. 2010, nr 21523).

Bevindingen

De NVAO stelt vast dat in het visitatierapport deugdelijk en kenbaar is gemotiveerd op welke gronden het panel de kwaliteit van de opleiding voldoende heeft bevonden.

Samenvatting bevindingen en overwegingen van het panel.

Standard 1: Intended learning outcomes

The master's programme Human Resource Studies (HRS) is a research-oriented master's programme that operates in the highly multidisciplinary field of organisation studies. Within this field, the subfield of human resources specifically focuses on the relationship between employer and employee. The PEW programme distinguishes itself from similar programmes in the field by studying the multifaceted concept of employment relationships from a social sciences perspective. The committee considers the dual focus on individual well-being and corporate performance a unique attribute of the programme.

Whereas the programme has a clear vision of its own position within the wider field of organisation studies, a well-thought-out overview of the entire field seems to be lacking. The schematic and laconic domain-specific framework of reference, which was put together by the programmes participating in the cluster assignment, clearly illustrates this. The committee would have preferred to see a more intelligent formulation of what is common to the programmes in organisational studies at the VU University Amsterdam and Tilburg University.

The HRS programme presents itself as an intrinsically academic programme that puts a strong emphasis on analysis and empiricism. This research-oriented character is clearly reflected in the intended learning outcomes of the programme, which have been formulated in line with the Dublin descriptors. While the intended learning outcomes contain little reference to the application of academic knowledge and skills within professional practice, the committee found that the programme does clearly value the opinions of the professional field. Contacts between the programme and the field are maintained mainly via the recently established People Management Centre.

Standard 2: Teaching-learning environment

The master's programme HRS is taught in English and covers two semesters. In the academic year 2011-2012, the programme was 'radically' revised in order to deliver more 'robust' and 'proactive' graduates. To achieve this goal, the courses of the revised curriculum (particularly the Human Resources Studies seminar) place more emphasis on active learning and interaction with students. In this respect, the programme clearly adheres to the new educational vision of the Tilburg School of Social and Behavioral Sciences, which is centred on the didactic concept of 'Active and Intensive Learning'.

All in all, the committee feels that the recent revision has made a substantial improvement to the curriculum, which seems coherent and well structured. The courses that make up the curriculum are a fair representation of the contents that one could expect of HRS programmes, and enough attention is paid to academic skills. Furthermore, the courses use an adequate mix of work forms and didactic approaches and together cover the entire range of intended learning outcomes specified under Standard 1. The workload of the master's programme is 40 hours a week.

In terms of internationalization, the committee found that this is mainly interpreted (understandably) as the encouragement of 'student mobility', both outbound and inbound.

Pagina 3 van 7 Concerning mobility of intake, recent efforts seem to have paid off: while there were formerly hardly any international students in the master's programme, it now attracts rising numbers of non-Dutch students.

The quantitative data on student intake give no cause for concern. The 60 EC pre-master's programme attracts a mixed crowd of foreign students and students with a background in higher vocational education, most of whom enter the master's programme after completing the pre-master's programme, thereby guaranteeing a steady intake. The low returns of the programme were a point of attention for the previous assessment committee and continue to be so. The average completion time of the master's programme (20 months) is quite long compared to that of other one-year programmes.

The teaching staff seems generally well equipped to teach the programme. All except one have a PhD in one of the disciplines related to the field of HRS and have engaged in peer-reviewed research over a longer period of time. Staff members involved in the master's programme all teach in their own area of expertise. Students described the teaching staff as easily approachable and enthusiastic.

Standard 3: Assessment and achieved learning outcomes

The system of assessment as a whole was found to be adequate, though some aspects could and should be improved. While the Board of Examiners has begun to explore its new role as the guardian of the achievement of the intended learning outcomes, the committee finds that it still has quite a long way to go. Randomized checking of examinations and theses produced at TSB, against a common standard, should become a regular responsibility of the BoE. Also, the forms used to assess master's theses should be improved to allow external assessment of the circumstances under which the grade was awarded. The current forms require assessors to tick boxes rather than provide detailed comments on which aspects of the thesis were satisfactory and which were not.

The sample of master's theses assessed by the committee clearly shows that the graduates achieve the required level. Generally speaking, the committee's marks were in line with the original grades, although it did observe some conservative marking, especially in the highest segment. The committee was pleased to find the relation of research and teaching underpinned by the fact that master's theses have provided the basis for articles and conference papers by staff members. A next step could be for the students themselves to publish articles based on their thesis research.

A further indicator that graduates indeed achieve the intended learning outcomes is that they easily find employment at the desired level. Although quite a few graduates end up in sectors and functions that reflect their background in HR, the content of the programme is obviously generic enough to allow for employment in other sectors and positions.

Aanbevelingen

De NVAO onderschrijft de opmerkingen van het panel over:

- de Examencommissie, die haar nieuwe, proactieve rol, op basis van de Wet versterking besturing, nog veel sterker moet oppakken.
- de beoordelingsformulieren van de thesis, dat gedetailleerd inhoudelijk commentaar mogelijk moet maken.

Het panel is van mening dat de examencommissie een proactieve houding dient aan te nemen om te voldoen aan haar wettelijke taken en verantwoordelijkheden. De examencommissie dient een stevige grip te krijgen op de kwaliteitsborging van de toetsing. Aldus komt de examencommissie in haar rol conform de WHW, artikel 7.12 t/m 7.12c en 18.7. Hiertoe hebben de Universiteit Tilburg en de NVAO een bestuurlijke afspraak gemaakt.

De opleidingen zullen de rol van de examencommissie conform de WHW verruimen en zullen de NVAO op de hoogte stellen van de gemaakte vorderingen door uiterlijk 1 april 2015 het jaarverslag van de examencommissie van studiejaar 2013-2014 toe te sturen.

Besluit

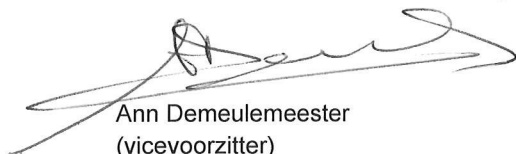
Ingevolge het bepaalde in artikel 5a.10, tweede lid, van de WHW heeft de NVAO het college van bestuur van de Universiteit van Tilburg te Tilburg in de gelegenheid gesteld zijn zienswijze op het voornemen tot besluit van 23 april 2013 naar voren te brengen. Bij e-mail van 6 juni 2013 heeft de instelling gereageerd op het voornemen tot besluit. Dit heeft geleid tot enkele aanpassingen in het besluit.

De NVAO besluit accreditatie te verlenen aan de wo-master Human Resource Studies (60 ECTS; variant: voltijd; locatie: Tilburg) van de Universiteit van Tilburg te Tilburg. De NVAO beoordeelt de kwaliteit van de opleiding als voldoende.

Dit besluit treedt in werking op 1 januari 2014 en is van kracht tot en met 31 december 2019.

Den Haag, 15 juli 2013

Nederlands-Vlaamse Accreditatieorganisatie



Ann Demeulemeester
(vicevoorzitter)

Tegen dit besluit kan op grond van het bepaalde in de Algemene wet bestuursrecht door een belanghebbende bezwaar worden gemaakt bij de NVAO. De termijn voor het indienen van bezwaar bedraagt zes weken.

Onderwerp	Standaard	Beoordeling door het panel
1. Beoogde eindkwalificaties	De beoogde eindkwalificaties van de opleiding zijn wat betreft inhoud, niveau en oriëntatie geconcretiseerd en voldoen aan internationale eisen	V
2. Onderwijsleeromgeving	Het programma, het personeel en de opleidingsspecifieke voorzieningen maken het voor de instromende studenten mogelijk de beoogde eindkwalificaties te realiseren	V
3. Toetsing en gerealiseerde eindkwalificaties	De opleiding beschikt over een adequaat systeem van toetsing en toont aan dat de beoogde eindkwalificaties worden gerealiseerd	V
Eindoordeel		V

De standaarden krijgen het oordeel onvoldoende (O), voldoende (V), goed (G) of excellent €. Het eindoordeel over de opleiding als geheel wordt op dezelfde schaal gegeven.

Cijfers gebaseerd op studiejaar 2011/2012

Tabel 1: Rendement.

Cohort	2009	2010
Rendement na 1 jaar	21%	22%
Rendement na 2 jaar	78%	

Tabel 2: Docentkwaliteit.

Graad	MA	PhD	BKO
Percentage	100%	100%	-

Tabel 3: Docent-studentratio.

Ratio	1:33*
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*het betreft de docent-studentratio voor de bachelor- en masteropleiding gezamenlijk

Tabel 4: Contacturen.

Studiejaar	1
Contacturen	262

- Prof Arndt Sorge, Horrotary Professor, Faculty of Economics and Social Science, University of Potsdam, Germany (chair);
- Prof Nelson Phillips, Professor of Strategy and Organizational Behaviour, Imperial College Business School, London, UK;
- Prof Ray Reagans, Associate Professor, Sloan School of Management, Massachusetts Institute of Technology, Cambridge MA, USA;
- Prof Hans Doorewaard, Professor of Organisational Development, Nijmegen School of Management, Radboud University Nijmegen, the Netherlands;
- Prof Patriek Flood, Professor of Organisational Behaviour, Dublin City University, Ireland;
- Gerdine Tiemens, BSc, student MSc programme 'Beleid, Communicatie en Organisatie' (BCO), VU University Amsterdam.

Het panel werd ondersteund door dr. Floor Meijer secretaris (gecertificeerd).