



DIPLOMA SUPPLEMENT

This Diploma Supplement model was developed by the European Commission, Council of Europe and UNESCO/CEPES. The purpose of the supplement is to provide sufficient independent data to improve the international 'transparency' and fair academic and professional recognition of qualifications (diplomas, degrees, certificates etc.). It is designed to provide a description of the nature, level, context, content and status of the studies that were pursued and successfully completed by the individual named on the original qualification to which this supplement is appended. It should be free from any value judgements, equivalence statements or suggestions about recognition. Information in all eight sections should be provided. Where information is not provided, an explanation should give the reason why.

1. INFORMATION IDENTIFYING THE HOLDER OF THE QUALIFICATION

1.1	Last Name(s) <input type="text"/>	1.2	First Name(s) <input type="text"/>
1.3	Date of birth (dd/mm/yyyy) <input type="text"/>	1.4	Student identification number or code (if available) <input type="text"/>

2. INFORMATION IDENTIFYING THE QUALIFICATION

2.1	Name of qualification and (if applicable) title conferred <input type="text" value="MASTERS"/>	2.2	Main field(s) of study for the qualification <input type="text" value="Human Resource Management and Organizational Behaviour (1 or 2 years, MSc)"/>
2.3	Name and status of awarding institution (in original language) <input type="text" value="Cyprus International Institute of Management - Private not-for-profit institution, as per the schematic diagram of the National Higher Education System. Programmes accredited by the Cyprus Council of Education Evaluation-Accreditation."/>		
2.4	Name and status of institution (if different from 2.3) administering studies (in original language) <input type="text" value="Same as 2.3"/>	2.5	Language(s) of instruction/examination <input type="text" value="English"/>

3. INFORMATION ON THE LEVEL OF THE QUALIFICATION

3.1	Level of qualification <input type="text" value="MASTERS (Second cycle degree), Modular Delivery, 2 years"/>	3.2	Official length of programme <input type="text" value="MASTERS (Second cycle degree), Modular delivery, 1 or 2 years (90 ECTS)"/>
3.3	Access requirements(s) <input type="text" value="First Cycle Degree. Oral Examination through Interview with Admissions Committee."/>		

4. INFORMATION ON THE CONTENTS AND RESULTS GAINED

4.1	Mode of study <input type="text" value="Part-Time"/>	4.2	Programme requirements <input type="text" value="A student must satisfy the program requirements as described in the school's prospectus (www.ciim.ac.cy). See separate page for programme Learning Outcomes. The grading system is numeric from 0 to 100. The passing grade is 55."/>
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4.3 Programme details (e.g. modules or units studied), and the individual grades/marks/credits obtained

<u>Code</u>	<u>Course Title</u>	<u>Stage</u>	<u>ECTS Credits</u>	<u>Grade</u>
ED460	Communication Skills	11/11/2011	3	A+
MS721	Corporate Governance	27/03/2011	3	B
MS500	Creativity in Management	09/01/2011	3	A+
MS565	Effective Teaching & Classroom Management	13/10/2011	4.5	A
HR475	Ethics & Social Responsibility	08/02/2012	3	A-
MS612	Labor Law & Industrial Relations	13/04/2011	4.5	A-
MS726	Leadership	13/03/2011	3	A+
MS605	Managing Human Resources	05/03/2011	6	A+
HR430	Negotiating Skills	28/01/2012	3	A+
HR470	Operations Management	29/03/2012	4.5	A
HR405	Organizational Behaviour	15/01/2012	6	A+
MS695	Organizational Structures	26/06/2011	3	A
MS553	Programme & School Evaluation	26/09/2011	4.5	A
HR465	Project Management	26/05/2012	6	A
ED480	Quantitative and Qualitative Research Methods	04/11/2011	6	A
HR435	Research Methodology	22/04/2012	3	A-
HR440	Special Topics in Management	27/06/2011	4.5	P
MA540	Starting your own Business	09/06/2012	4.5	A-
MS845	Strategic HR	21/05/2011	4.5	A+
ED485	Total Quality Management	19/12/2011	4.5	A
MS841	Training & HR Development	11/06/2011	6	A+
			Total	90

Grade Point Average (GPA): 93 (A)

Grading scheme and, if available, grade distribution guidance

4.4

A+	95 - 100	
A	90 - 94	Excellent
A-	85 - 89	
B+	80 - 84	
B	75 - 79	Good
B-	70 - 74	
C+	65 - 69	
C	60 - 64	Pass
C-	55 - 59	
F	< 55	Fail
I	Incomplete	
P	Pass (not included in GPA)	
W	Withdrawal	
Au	Audit (attendance only)	
TR	Transfer Credits: Pass (not included in GPA)	

Overall classification of the qualification (in original language)

4.5

Excellent - 93
The Grade Point Average (GPA) is computed by summing up all passing grades weighted by their respective credits and dividing the sum by the total number of credits earned.

5. INFORMATION ON THE FUNCTION OF THE QUALIFICATION

Access to further study

5.1 Access to PhD and other postgraduate studies.

Professional status

5.2 Not Applicable

6. ADDITIONAL INFORMATION

Additional information

6.1 Not Applicable

Further information sources

6.2 CIIM <http://www.ciim.ac.cy>
Ministry of Education and Culture <http://www.moec.gov.cy>
European Union <http://www.europa.eu.int>

7. CERTIFICATION OF THE SUPPLEMENT

Date

7.1 11/09/2013

Name & Signature

7.2 Maria Ioannou

Capacity

7.3 Registrar,
Cyprus International Institute of Management (CIIM)

Official stamp or seal

7.4



Section 4.2

Learning outcomes for the MSc in Human Resource Management and Organizational Behaviour:

- Develop a critical understanding of the theory and practice of Human Resource Management.
- Understand the role of HR as a strategic partner and deploy and align HR strategies and policies to support the implementation of the business strategy and strategic objectives.
- Understand and apply key HR activities such as, training and development, recruitment and selection, performance appraisal, employee resourcing and talent management, and rewards management.
- Understand the challenges and implications of managing human resources at an international level.
- Apply HR practices and techniques to increase and sustain high levels of employee performance, engagement and loyalty.
- Develop a set of individual skills that relate to leading and managing people effectively.
- Understand the broader organizational and institutional context and their implications for the effective management of Human Resources.

8. INFORMATION ON THE NATIONAL HIGHER EDUCATION SYSTEM

Cyprus is a member country in the Bologna Process and its higher education system is aligned with the objectives set by this Process. Higher Education in Cyprus is provided by different types of state and private institutions at university and non university level.

The Education system in Cyprus consists of the following stages:

Pre-Primary education: Pre-Primary Education is compulsory for all children between 4 8/12 - 5 8/12 years old. Children are also accepted over the age of 3. This level of education aims to satisfy the children's needs for the development of a wholesome personality in an experiential environment which enables them to recognize their capabilities and enhance their self-image.

Primary Education: Primary education is compulsory for all children over the age of 5 8/12 and has a duration of 6 years. The aim of Primary Education is to create and secure the necessary learning opportunities for children regardless of age, sex, family and social background and mental abilities.

Secondary Education: Secondary General Education offers two three-year cycles of education - Gymnasio (lower secondary education) and Lykeio (upper secondary education) - to pupils between the ages of 12 and 18. The curriculum includes core lessons, interdisciplinary subjects and a variety of extracurricular activities. Instead of the Lykeio, pupils may choose to attend Secondary Technical and Vocational Education which provides them with knowledge and skills which will prepare them to enter the workforce or pursue further studies in their area of interest.

Higher Education: At present, public and private universities operate in Cyprus.

Public Universities

1. The University of Cyprus
2. The Open University of Cyprus
3. The Cyprus University of Technology

Private Universities

1. European University- Cyprus
2. Frederick University- Cyprus
3. Neapolis University- Cyprus
4. University of Nicosia- Cyprus

State Higher Education Institutions: Higher education in Cyprus is also provided by a number of State Higher Education Institutions, and an even greater number of Private Institutions of Higher Education, none of which has university status. The State Institutions of Higher Education, offer vocational programmes of study with a duration ranging from one to three academic years. These programmes do not provide access to second cycle programmes. The apolyterion or equivalent qualification, is a prerequisite for access to the programmes offered by State Higher Education Institutions and candidates for entrance to a particular programme are ranked according to their performance in the Pancyprian Examinations.

Private Institutions of Higher Education: Currently, 25 Private Institutions of Higher Education are registered with the Ministry of Education and Culture some of which have branches in other cities in Cyprus, besides Nicosia. Private Institutions of Higher Education do not have university status but they offer both academic and vocational programmes of study at the undergraduate and postgraduate levels.

Quality Assurance and Accreditation The competent body for quality assurance and accreditation of the programmes offered by Private Institutions of Higher Education is the Council for Educational Evaluation-Accreditation (Symvoulío Ekpedeftikis Axiologisis Pistopiisis, SEKAP), which is a member of ENQA. At present, a number of programmes offered by the Private Institutions, have been evaluated and accredited by SEKAP. These programmes fall into the following categories:

- Academic and Vocational programmes of study lead to the following qualifications: Certificate (1 year), Diploma (2 years) and Higher Diploma (3 years). For access to these programmes the apolyterion or equivalent qualification is a prerequisite.
- First cycle programmes (4 years), lead to the award of a Bachelor Degree. For access to these programmes the apolyterion or equivalent qualification is a prerequisite.
- Second cycle programmes (1 to 2 years) lead to the award of a Masters Degree. The prerequisite for access to these programmes is the Ptychio, or Bachelor, or equivalent qualification.

Recognition of Higher Education Qualifications The competent national body for the recognition of higher education qualifications is the Cyprus Council for the Recognition of Degrees (Kypríako Symvoulío Anagnorisis Titlon Spoudon, KYSATS). KYSATS recognizes equivalence, or equivalence-correspondence for first cycle titles, or just equivalence for postgraduate titles (second or third cycle). KYSATS may also recognize joint degrees.

Quality Assurance Agency The establishment of a Quality Assurance Agency has been approved by the Council of Ministers of the Republic of Cyprus. The aim of this Agency is to promote quality assurance in both the public and the private institutions of higher education, through various measures which include external accreditation and development of internal quality culture. These efforts are in line with the Berlin Communique, the ENQA Standards and Guidelines on QA, as accepted by the Bergen Communique and the Agreement on Quality Assurance in the EU.

Further information regarding higher education in Cyprus may be accessed at www.highereducation.ac.cy.

Structure of the Education System of Cyprus

