

A photograph of graduates in black caps and gowns with red stoles, viewed from behind. A yellow geometric pattern of lines is overlaid on the right side of the image. The background is a warm, orange-toned light.

SECTION 5

Academic Programmes

OFFERED IN 2015-2016

Bachelor in Work and Human Resources

(HONOURS)

Course Coordinator: Dr Anna Borg

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 Human Resources

Year2

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

Year3

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

Year4

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

Years5

CLS3106 Personality at Work

CLS3109 Managing Abuse at the Work Place

CLS3110 Workplace Design and Ergonomics

CLS3111 Dissertation

CLS3114 Applied Topics in Work and Human Resources

CLS3115 Research Process in Work and Human Resources

MGT3210 Human Resources Development and Practice

INTAKE: BACHELOR IN WORK AND HUMAN RESOURCES (COHORT YEAR 2016-2021)

Agius Martina, Atanasio Antonella, Attard Yasmin, Blake Claire, Bonello Sarah Jane, Borg Carmen Marie, Brincat Lucienne, Buhagiar Antonio, Buttigieg Claudette, Buttigieg Ritianne, Cachia Philip, Camilleri George Alexander, Camilleri Isabella, Cassar Greta, Cilia Roberta, Esposito Roderick Ryan, Farrugia Adrian, Fenech Soler Emma, Lia Ryan, Magro Kristine, Mallan Katya Louise, Micallef Raisa, Montebello Juanita, Muscat Anabel, Naudi Karly May, Saliba Roseanne, Sammut Daniel, Simeonova Vasya Georgieva.

INTAKE: BACHELOR IN WORK AND HUMAN RESOURCES (COHORT YEAR 2014-2019)

Ameen Zara, Attard Joanna, Azzopardi Krista Maria, Azzopardi Maria, Azzopardi Maria Gaetana, Baldacchino Kirsten Fae, Baldacchino Mary Rose, Bezzina Yanika, Borg Deborah Ann, Briffa Romina, Calamatta Gabriella, Calleja Shirley Angie, Camilleri Ruth, Camilleri Steven Terence, Cardona Marie Therese, Cordina Alexia, Cutajar Rebecca, Darmanin Sara, De Giorgio Michelle, Genovese Nadine, Lia Marco, Mamo Janice Kay, Micallef Trigona Stephanie, Mifsud Kirsten, Pisani Frankie, Pisani Scalpello Daniela, Powney Arthur, Prato Carlo, Sansone Alessia, Schembri Odette, Spiteri Roselyn, Tabone Alan, Tirchett Antonella, Vella Antoinette, Vella Danica Ann, Vella Philip, Vella Azzopardi Elena, Walker Nadia.

INTAKE BACHELOR IN WORK AND HUMAN RESOURCES (COHORT YEAR 2012-2017)

Abela Franklin, Apap Lisa, Attard Tara, Brincat Franklyn, Camilleri Marie Jacqueline, Camilleri Tessabelle, Farrugia Gabriella, Fenech Rowena, Micallef Mandy, Muscat Michelle, Pace Frendo Lizianne, Rizzo Raisa, Spiteri Natalino Andrew, Vella Maria Francesca, Zammit Caroline, Zammit Maruska.

NOVEMBER 2015: FIRST-EVER COHORT OF UNIVERSITY OF MALTA STUDENTS TO GRADUATE WITH A BACHELOR'S (HONOURS) DEGREE (WORK AND HUMAN RESOURCES) WITH THE CLS STAFF



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

LIST OF DISSERTATIONS FOR THE BACHELOR IN WORK AND HUMAN RESOURCES (COHORT 2010-2015)

Name of Student	Title of Dissertation
Aguis Donna	Career Trajectories and Gender Differences in the Maltese Public Service
Alakkad Massimo	The Creation of Government Quasi-Temping Agencies and the Impact on Workers: The IPSL (Industrial Projects Services Limited) Experience
Attard Tania	Career Barriers faced by People from Cospicua: The Case of Higher Status Jobs
Aquilina Joanne	Equal Roles, Equal Responsibilities in Childcare?
Azzopardi Joseph	An Analysis on the Impact of the Human Resource Management on Employee Practices in the Maltese Manufacturing Sector
Borg Angela Jo	Apprenticeships within the Manufacturing Sector – A Strategic Way Forward – A Case Study of Apprenticeship at Methode Electronics Malta Ltd
Borg Zammit Doreen	Human Resource Management in the Public Sector
Briffa Manuel	The Relationship Between Lifelong Learning and Standard of Living Among Maltese Workers
Brincat Herbert	Exploring Aspects of Service in the Maltese Hospitality Industry – Focusing on the Personal Interaction between Frontline Staff and Customers
Brincat Peplow Dulcie	An Analysis of Motivation within the Postal Sector from the Perspective of Management and Employees
Bugeja Josef	The Changing Role of Maltese Trade Unions in a Globalised Economy
Buttigieg Michael	The Impact of Flexible Work Arrangements on the Outcome of Individual Performance
Cachia Enzo	Developmental Changes in Industrial Relations and Industry: Their Impact on Human Resources Management
Camilleri Franky	Outsourcing in the Mental Health Setting

Camilleri Shirley	Work Values and Needs Between Generations: A Case Study within Malta's Public Employment Organisation
Camilleri Scerri Gayle	Improving the Employment Prospects of Former Inmates - The Way Forward
Campbell Dorianne	Investigating the Need for an Employee Assistance Programme: A Case Study
Cardona Doreen	The Impact of the Working Time Directive on Malta. The Legal Framework and the Policy Making Process
Cauchi D'Anastasi Charlot	An Investigation into the Relationship Between Absenteeism and Job Related Attitudes
Dingli Scicluna Madion	Learning and Developmental Needs of Health Assistants and Nursing Aides - An Explanatory Study
Falzon Karl	Work-Life Challenges through the Eyes of Single Fathers
Fenech Eveline	Social Media as a Recruitment Tool Used by Organisations to Reach Out the Right Talent – A Case Study within the Five Star Hotels in the Maltese Islands
Grech Antoine	Precarious Employment in the Maltese Scenario. A Challenge to Regulations
Grech Elizabeth	Games at Work – Employee Engagement through Gamification Techniques at the University of Malta
Muscat David	Creativity and Innovation in an ICT Organisation
Muscat Ryan	Multiculturalism in the ICT and iGaming Sectors in Malta: An Asset, Liability or Utopian Concept?
Scerri Godfrey	Employment Law in Malta. To What Extent are Workers in the Cleaning Sector Protected?
Sciberras Marlies	Employee Loyalty at the Workplace: A Case Study in a Local Manufacturing Company
Schembri Alexia Sue	The Impact of Childcare on a Parent's Career
Scirha Ivan	Organisational Culture – The Effects of Cultural Differences on the Integration Process of Mergers and Acquisitions

Scicluna Francelle	Employee Attitudes Towards Contractual Employments in the ICT Industry
Sultana Kennaugh Victoria	The Effects of Restructuring on Employees' Wellbeing in a Manufacturing Company – A Managerial Perspective
Vella Stella	Economically Inactive Mothers and the Use of Free Childcare Services in Malta
Zahra Emanuel	The Issue of Age Discrimination: The Difficulties Encountered in the Re-Employment of the 50+ Workers
Zammit Loranne	Exploring Flexible Work Arrangements in Relation to the Notion of the 'Ideal' Worker - A Case Study in a Maltese ICT Organisation

2016 GRADUATES - DIPLOMA IN WORK AND HUMAN RESOURCES (WITH CLS DIRECTOR DR ANNA BORG)



Bonnici Clinton, Borg Kirsten, Debattista Gilbert, Gatt Claire, Gatt Jason Joseph, Piscopo Rutzen Dorothy, Scicluna Leslie, Tabone Clayton.

Diploma in Social Studies – Gender and Development

Course Coordinator: Dr Anna Borg

COURSE OBJECTIVES

The course offers 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

LIST OF LONG ESSAYS FOR THE DIPLOMA IN SOCIAL STUDIES - GENDER AND DEVELOPMENT (COHORT 2014-2016)

Name of Student	Long Essay Title
Baldacchino Mary N	The Catholic Church's Outlook regarding Women since <i>Mulieris Dignitatem</i>
Bezzina Maria Theresa	The Challenges Faced by Female Air Traffic Controllers in a Male Dominated Workplace
Borg Julienne	'Able Lives' Women and Disability
Callega Portelli Sandy	Mapping the Discourse Surrounding the Gendered Portrayals In Contemporary Popular Television Programming – A Comparative Case Study of Crime Drama Series
Cassar Julie	Perceptions of Anorexia by Professionals Working with Anorexic Clients
Catania Claudia	Lack of Female Students Taking Computer Studies as an Option at Secondary Level of Education
Cilia Michelle	The Current Situation of Intersex Persons in Malta – Shifting Away from the Medical Paradigm Towards Social Justice
Compagno Elaine	Don't You Want Me, Baby? The Single Man's Expectations, Rejection and Entitlement
Debono Judith	Entrepreneurs - Does Gender make a Difference?
Del Bene Agius Sharon	Altered Body Image - The Effects of Mastectomy in Young Women

Galea Helenio	The Impact of Correctional Facility Officers' Duty on Socio-Personal Wellbeing – An Analysis Through the Gender Lens
Mifsud Carmelina	The Impact of Family Friendly Uptake on the Career Progression of Women Working in the Health Department of Malta
Muscat Stephanie and Pace Simone	Examining the Route to the Maltese Presidency Through a Gender Lens
Scicluna Charmaine	The Experiences of Inactive Women in the Local Context: A Qualitative Study
Valentino Angela	Gearing up to 62 and Over. Challenges Women Face on Reaching Retirement Age
Xiberras Fleur Marie	Uncovering Gender Differences in Violence Between Intimate Partners
Xuereb Ingrid	Women Who Choose to Go Back to Work After a Career Break
Zammit Carmen	The Maltese Local Councils Gender Divide: What is the Cause for the Female Under-Representation in our Local Councils?
Zammit Margaret	Invisible Voice in Transition - Bargaining With Binary

2016 GRADUATES - DIPLOMA IN SOCIAL STUDIES, GENDER AND DEVELOPMENT (WITH CLS DIRECTOR DR ANNA BORG)



Baldacchino Mary, 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, Xuereb Ingrid, Zammit Carmen and Zammit Margaret

Bachelor in 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

- 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 Promotion of Health and Wellbeing at Work
- CLS1319 Biological Principles in Health, Safety and Occupational Toxicology
- CLS1320 Risk Management and Principles of Control

Year2

- 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

Year3

- 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

Year4

- 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)

COURSE PROGRAMME

Year1

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 Promotion of Health and Wellbeing at Work
CLS1319 Biological Principles in Health, Safety and Occupational Toxicology
CLS1320 Risk Management and Principles of Control

Year2

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

Year3

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

Year4

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

Year5

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

**INTAKE BACHELOR IN OCCUPATIONAL HEALTH AND SAFETY
(COHORT 2016-2021)**

Abela Christian, Agius Rachel, Anastasi Derrick, Bartolo Johan, Borg Bjorn Charles, Busuttill Aaron, Caruana Montaldo Kevin, Cutajar Clinton, Debattista Derian, Delicata Mario, Fenech Brian, Kyrtidou Konstantina, Mifsud Brian, Paris Neville, Tonna Marvic, Vassallo Maria Stella.

Master 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
 CLS5102 The Labour Market
 COU5401 Skills in Vocational Guidance and Counselling
 for Career Guidance Practitioners
 EDS5602 Guidance Theories, Models and Strategies
 CLS1206 Research Methods and Design
 CLS5103 Placement in Career Guidance Settings
 CLS5104 Career Guidance Tools
 CLS5110 Service Provision for Different Client Groups

Year2

EDS5608 Career Guidance Practice
 EDS5603 Professional Development
 EDS5604 Career Guidance Management
 EDS5606 Career Development and Lifelong Learning
 CLS5107 The Workplace (elective)
 EDS5605 Career Information Systems
 CLS5111 Applied Quantitative Techniques for Career Guidance
 CLS5112 Applied Qualitative Techniques for Career Guidance

Year3

EDS5609 Dissertation

INTAKE MASTER IN LIFELONG CAREER GUIDANCE AND DEVELOPMENT (COHORT 2016-2021)

Azzopardi Wayne, Borg Jessica, Camilleri Thomas, Cascun Glen, Formosa Justine, Giordmaina Tania, Portelli Catherine, Saliba Roberto, Vassallo Sara.