

5. ACADEMIC PROGRAMMES

5.1 Bachelor in Work and Human Resources Honours

Course Coordinators

Dr Manwel Debono and Ms Anna Borg

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

Year1

- CLS1101 Introduction to Social Sciences
- CLS1107 Sociology of Work
- ECN1200 Introductory Economics for Work and HR
- CLS1102 Equality at the Place of Work
- CLS1103 Employment Law in the Maltese and European Contexts
- CLS1108 Occupational Psychology

Year 2

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

Year 3

- ACC2941 Elements of Financial Management
- CLS2100 Globalisation, Work and Development
- CLS2101 The Recruitment Process
- 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
- CLS2111 Career Choice and Development
- IOT2301 Ideas and Entrepreneurship
- 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

Cohort 2010-2015

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

Cohort 2012-2017

Apap Lisa, Attard Tara, Camilleri Sarah Anna, Camilleri Tessabelle, Chetcuti Gianella, Farrugia Gabriella, Fenech Rowena, Mamo Josette, Meli Tiziana, Micallef Mandy, Mifsud Caroline, Muscat Michelle, Rizzo Raisa, Vella Maria Francesca, Zammit Maruska

Graduated with a Diploma in Work and Human Resources (Cohort 2010-2012)

Brincat Franklyn, Falzon Laura, Gauci Lizianne, Pace Frendo Vladimir, Rizzo Marisa, Schembri Lisa Marie, Spiteri Mark.



Diploma in Work and Human Resources students (2010-2012) on their graduation day

5.2 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 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

Cohort 2011-2013

Cachia Delia Caroline, Camilleri Imelda, Camilleri Inez, Catania Moira, Chircop Claire, Farrugia Alexandra, Farrugia Rita, Formosa Danica, Galea Nikita, Gatt Antoniella, Gatt Maria Theresa, Grima Analise, Mallia Beatrix, Portelli Anthony, Sammut Theresa, Schembri Pauline, Spiteri Brigette, Spiteri Carmel, Weaver Rosaline, Zammit Antida.

Graduated (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.

Long essays (Cohort 2009-2011)

Title	Student
The Price for a Desired Feminine Image	Cachia Delia Caroline
Exploring the Work-Life Challenge through the Eyes of Fathers	Camilleri Imelda
The Importance of Paid Work for Female Survivors of Domestic Violence	Camilleri Inez
Tattoos and Body Piercing in Men and Women	Catania Moira
The Link between Crime and Masculinity	Chircop Claire
The Experiences of Mothers whose Partners work Abroad.	Farrugia Alexandra
Some mothers do, other mothers don't. The issue of choice and breastfeeding	Farrugia Rita
The Impact of Childcare Centres on Mothers in Paid Employment	Formosa Danica
Female Architects: Coping in a Masculine Environment.	Galea Nikita
Stay-at-home Dads: The New Moms?	Gatt Antoniella
Transcending Gender: Living Outside the Box. A Quantitative Study	Gatt Maria Theresa
Gender Roles: How do University Students perceive their Future Work-Life Issues	Grima Analise
Female Genital Mutilation	Mallia Beatrix
Feminist Jurisprudence	Portelli Anthony
The Effect of Caring Work with Children in Care on Female Care Workers' Life	Sammut Theresa
Glass Ceiling in the Culinary Profession	Schembri Pauline
A Career's Women's Role as a Parent	Spiteri Brigette
Football Enthusiasm versus Gender Stereotyping: Potential Resistance to Female Footballers in Malta	Spiteri Carmel
Women in Leadership Positions within the Media Industry	Weaver Rosaline
Desperate Housewives or Happy Mums?	Zammit Antida



*Diploma in Social Studies (Gender and Development) students (2009-2011)
on their graduation day*



*Diploma in Social Studies (Occupational Health and Safety) students (2010-2012)
during a training activity outside the University of Malta*

5.3 Diploma in Social Studies – 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 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

Year1

- CLS1301 Introduction 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

Year2

- CLS1305 Elements of Toxicology and Management of First Aid
- CLS1307 Occupational Hygiene and Occupational Health
- CLS1309 Environmental Health Management: Policy, Legislation and Supervisory Skills

- CLS1308 Health Promotion at Work and Ergonomics
- CLS1311 Risk Management and Fire Safety
- CLS1313 Synoptic Study-Unit
- CLS1312 Long Essay

Cohort 2012-2014

Abdilla Ivan, Alamango Jeremy, Armani Oswald, Borg Joseph, Borg Manwel, Borg Moana, Borg Pisa Mira, Cachia Philip, Camilleri Joseph, Ciappara Norbert, Cristiano Roberto, Darmanin Lawrence, Delia James, Dimech Adrian, Galea Matthew, Godano Roberto, Grima Paul, Guillaumier Antoine, Hili Gordon, Magro Lorna, Micallef Jeffrey, Micallef Jesmond, Micallef Mario, Montebello Donald, Muscat Terence, Pace Charles, Portelli Anthony Sam, Pulis Ivan, Scerri Diacono Anatole, Scerri Kenneth Paul, Spiteri Norbert, Spiteri Paul, Tonna Edmund, Treeby Steven, Vella Haber Miguel, Vella Haber Nicola, Zerafa Claire.

Graduated (Cohort 2010-2012)

Abdilla Reuben, Aquilina Kenneth, Attard Christopher, Baldacchino Andrew, Bonnici Spiteri Shirley, Camilleri Jason, Camilleri Joseph, Cannataci Maria Stella, Degabriele Joseph, Demicoli Malcolm, Ebejer Peter, Galea Michel, Gambin Ismay, Hili Marvin, Long Michael, Markham Alan Robert, Micallef Justin, Micallef Nicolette, Muscat Andre, Saliba Elizabeth Sharon, Sammut Joseph, Satariano Roger, Scicluna Mark Anthony, Spiteri Gianluca, Zammit Spadaro Josette.

Graduated with a Certificate in Social Studies (Occupational Health & Safety) (Cohort 2010-2011)

Gatt Darren, Xuereb Stephen

Long essays (Cohort 2010-2012)

Title	Student
Occupational Stress in Qualified Nurses of any Grade or Professional Qualification working with the Mentally Ill – A Comparative Study in a Facility for the Mental Health Care on the Maltese Islands.	Abdilla Reuben
Sleep Deprivation, Work Schedules and Stress among Bus Drivers in Malta	Aquilina Kenneth
The Level of Compliance of State Primary Schools in Malta with the Minimum Health and Safety Regulations with Display Screen Equipment Regulations 2002.	Attard Christopher

Title	Student
Occupational Stressors in the Teaching Profession: Coping with the Teacher and Mother Dual Roles	Baldacchino Andrew
An Assessment of Health and Safety in a Secondary School's Science Section with a Special Focus on Biological Activities	Bonnici Spiteri Shirley
Evaluating Health and Safety Procedures and Practices of Ladder Work and Stretcher Work within V.E.R.S.O. during Emergency Response Rescue Training and Operations.	Camilleri Jason
The Perception of Cabin Crew to Potential Hazardous Conditions on Commercial Passenger Aircraft.	Camilleri Joseph
Sun Awareness and Sun Protective Behaviour of PE Teachers in Malta	Cannataci Maria Stella
An Assessment of the Occupational Risks to Qualified Electrical Technicians in a Manufacturing Company.	Degabriele Joseph
An Evaluation of Health and Safety Practices and Procedures during Primary School Outings	Demicoli Malcolm
A Survey of the Materials and their Health and Safety Hazards currently in use by Traditional Bakeries in Firing Bakery Ovens in Malta.	Ebejer Peter
The Management of Occupational Health and Safety by the Civil Protection Department	Galea Michel
A Study of Workers' Perception of Potential Chemical Hazards in a Printing Department of a Manufacturing Industry	Gambin Ismay
Safety in Access and Egress of Students using School Transport in Secondary Schools	Hili Marvin
Hand Eczema, Hair Dyes and Hand Protection in the Hairdressing Industry in Malta	Long Michael
The Extent of Awareness of Occupational Health and Safety among Employees in a Financial Institution	Markham Alan Robert
A Study of the Current State of Awareness at Construction Sites in Malta	Micallef Justin
The Application of Published Risk Assessment Tools for a Manual Handling Carrying Activity at the Screening Level.	Micallef Nicolette
Hazards in the Transport of Dangerous Goods: Emergency Preparations by the Workers involved and the Civil Protection Department in Malta	Muscat Andre
A Preliminary Evaluation of the Air Filtering System in use at a Hospital in Malta	Saliba Elizabeth Sharon
An Evaluation of a Model designed to improve the Ergonomic Aspects of Teller Counters of a Bank in Malta	Sammut Joseph
Worker Perception of Health and Safety at Three Construction Sites.	Satariano Roger
Awareness of Occupational Health and Safety amongst Members of the Armed Forces of Malta	Scicluna Mark Anthony
Employers' Management of the Health and Safety at Work of Older Workers in the Manufacturing Sector.	Spiteri Gianluca
The Perception of Fishers of the Safety and Health Risks at the Fishing Village of Marsaxlokk	Zammit Spadaro Josette

5.4 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

Year1

- 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)
- CLS5108 Issues relating to specific sectors (elective)
- CLS5103 Placement in Career Guidance Settings *

Year2

- 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)
- CLS5109 Long Essay / Project

** This unit starts in Year 1 and continues in Year 2*

Cohort 2011–2013

Agius Antonella, Aquilina Antoinette, Borg Graziella, Borg Rebecca, Camilleri Alan, Fenech EmasyL, Fenech Michaela Soler, Gatt Tracey Marie, Guillaumier Rachel

Graduated (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
Students' Attrition from the University of Malta	Farrugia Maria Antonia
Changing career direction of young professionals	Galea Marija
Children's Career Development Learning: A Literature Review	Mamo Maria
Providing Career Guidance to Aspiring Maltese Entrepreneurs	Mercieca Jamie Matthew
What Career After Prison? – The Provision of Career Management Programmes in Prison	Piscopo Sylvana
Career Management in a Manufacturing Company	Psaila Danica
Career Guidance and the Hearing-Impaired	Sammut Moira
Employability Skills for Young Adults with Disabilities	Tanti Alison
The Work Trial Scheme as a Tool to Help the Unemployed Integrate/ Re-integrate into the World of Work	Zammit Marlene



Postgraduate Diploma in Lifelong Career Guidance and Development students (2009-2011) on their graduation day