Course Specification

Course Summary Information		
1	**Course Title**	BA (Hons) Human Resource Management
2	**Course Code**	US0848
3	**Awarding Institution**	Birmingham City University
4	**Teaching Institution(s)** (if different from point 3)	
5	**Professional Statutory or Regulatory Body (PSRB) accreditation** (if applicable)	Chartered Institute of Personnel and Development

6	**Course Description**
	Our Human Resource Management (HRM) degree equips you with the tools you need to develop the high-performing personnel and innovative teams demanded by business.

Our Human Resource Management (HRM) degree equips you with the tools you need to develop the high-performing personnel and innovative teams demanded by business.

This course teaches you about the importance of motivating and managing people within a business, showing you the link between successful performance and the people you employ.

Drawing upon all aspects of people management enables you not only to gain the building blocks of knowledge and understanding, but also a high degree of professional competence in the field of people management and development.

The course is approved by the Chartered Institute of Personnel and Development (CIPD), demonstrating the high quality provision of our course. You will keep up-to-date with the latest issues and innovations in human resources, supported by your lecturers who have experience of working with some of the biggest names in business, in manufacturing, retail, services, hospitality or management consultancy.

What's covered in the course?

You will develop your skills through involvement in real projects, field trips, contemporary methods of teaching and interactive workshops. This work-integrated approach to learning means that graduates of this course leave with real, practical experience, working for companies such as CapGemini UK, VirginMedia, CrossCountry Trains and the NHS. This course draws upon all aspects of people management, enabling you not only to build knowledge and understanding, but also a high degree of professional competence in the field of people management and development.

You will have the option to undertake a work placement to gain practical work experience within a business, ensuring you are prepared for a successful career from the moment you graduate. Also, you will be given the opportunity to work on and research real business life problems and present your solutions to the companies who would share their issues with you.

We will develop your attributes, so you'll graduate with the potential to become a full corporate member of the CIPD.

The international focus of the course is derived through a variety of means including the student body, the teaching team and the use of international teaching materials. Moreover, students can choose to spend a year or a full semester studying their modules overseas at a partner institution.

7	Course Awards		
7a	**Name of Final Award**	**Level**	**Credits Awarded**
	Bachelor of Arts with Honours Human Resource Management	Level 6	360
	Bachelor of Arts with Honours Human Resource Management with Professional Placement Year	Level 6	480
7b	**Exit Awards and Credits Awarded**		
	Certificate of Higher Education Human Resource Management	Level 4	120
	Diploma of Higher Education Human Resource Management	Level 5	240
	Bachelor of Arts Human Resource Management	Level 6	300
	Bachelor of Arts Human Resource Management with Professional Placement Year	Level 6	420

8	Derogation from the University Regulations
	N/A

9	Delivery Patterns		
9a. Mode(s) of Study	**9b. Location**	**9c. Duration of Study**	**9d. Code**
Full Time	City Centre	3 years	US0848
Part Time	City Centre	5 years	US0849
Full Time with Professional Placement Year	City Centre (and placement provider)	4 years	US0848S

10	Entry Requirements
	The admission requirements for this course are stated on the course page of the BCU website at https://www.bcu.ac.uk, or maybe found by searching for the course entry profile located on the UCAS website.

11a	Course Level Outcomes
	Level 4 – Establishing Theoretical Foundations
1	Understand the contemporary HR's role in strategy formulation and implementation within a range of business contexts
2	Recognise the practical knowledge and skills required to manage people and the 'human' aspects of business to organise performance
3	Apply basic theoretical frameworks of management to various fictional or real-business scenarios in forms of academic writing
	Level 5 – Application of Theory
1	Assess the strategic value of Human Resource Management in organisation's performance within a range of various business contexts
2	Effectively collect and communicate key employability skills which are necessary to develop a career as a future HR professional
3	Use acquired knowledge of employment legislation to solve challenges and problems in management of human resources
4	Solve organisational and management problems by using theories from a combination of management disciplines
	Level 6 – Critical Evaluation of Theory & Practice
1	Use a range of sources to synthesise and critically evaluate information in order to present and effectively devise business focused recommendations
2	Critically assess the strategic importance of HRM in organisations
3	Select and present with evidence those employability competencies that support your ability to respond effectively to the requirements of HRM professionals
4	Evaluate the internal and external factors of organisations that enforce the field of HRM to adapt to contemporary challenges of the society and make recommendations as to how HRM can become more inclusive, technologically driven and evidence based.

11b	Course Learning Outcomes
	Knowledge and Understanding: On successful completion of the BA (Hons) Human Resource Management degree course, you will be able to:
K1	Critically evaluate the HR's role in strategy formulation and implementation within a range of business contexts.
K2	Assess the use of practical knowledge and skills in relation to the management of people and the contribution of the 'human' aspects of business to organisational performance.
K3	Evaluate the role of regulation, contemporary issues, policy debates and good practice as they apply to business organisations within an ever changing digital and globalised society.
K4	Compose a set of key employability skills, such as: assimilating knowledge; framing appropriate questions; marshalling coherent and rational argument, and relating theory and practice, in order to draw independent conclusions through the ability to respond to feedback and plan personal learning and development.
K5	Use a range of sources to synthesise and critically evaluate information in order to present and effectively devise business focused recommendations.
K6	Critically evaluate the impact of HR's relationship with a range of stakeholders and business functions on business performance.
K7	Justify the need for a versatile HR professional's role in successful businesses
	Skills and Other Attributes: On successful completion of the BA(Hons) Human Resource Management degree course, you will have acquired the skills and abilities to:
T1	Manage communications with members of teaching staff and peers on an individual based and team based interactions; experience leadership of yourselves or/ and others; motivate others to complete work projects in a timely manner and to appropriate quality standards
T2	Analyse information, facts and circumstances to determine the cause of a problem and identify and select appropriate solutions.
T3	Analyse and evaluate a range of business data, sources of information and appropriate methodologies, which includes the need for strong digital literacy, and to use that research for evidence-based decision-making.
T4	Present and communicate awareness of the key drivers for business success, causes of failure and the importance of providing customer satisfaction and building customer loyalty.
T5	Deploy business mind to generate, develop and communicate ideas, manage and exploit intellectual property, gain support and deliver successful outcomes.
T6	Use quantitative skills to manipulate data, evaluate, estimate and model business problems, HR and other organisational functions and people management related phenomena.
T7	Value the benefits of the interpersonal skills of effective listening, negotiating, persuasion and presentation and their use in generating networks of contacts that would help you in your career.

12	**Course Requirements**
12a	**Level 4:**

In order to complete this course a student must successfully complete all the following CORE modules (totalling 120 credits):

Module Code	Module Name	Credit Value
MAN4XXX	Contemporary HR for Managers	20
MKT4XXX	Developing your Personal Brand	20
MKT4XXX	Principles of Marketing	20
HRM4XXX	Understanding Organisations and Organisational Behaviour	20
FIN4XXX	Finance for Managers	20
HRM4XXX	Employee Engagement	20

Level 5:

In order to complete this course a student must successfully complete all the following CORE modules (totalling 100 credits):

Module Code	Module Name	Credit Value
HRM5XXX	Employment Law	20
HRM5XXX	Adding Value through HR	20
MAN5XXX	An Introduction to Consultancy	20
MAN5XXX	Management Development	20
MAN5XXX	Cross Cultural Management	20

In order to complete this course a student must successfully complete at least 20 credits from the following list of OPTIONAL modules.

Module Code	Module Name	Credit Value
MAN5XXX	Entrepreneurship in Action	20
MAN5XXX	The Global Manager	20
ACC5XXX	Study Abroad	20

In order to qualify for the award of BA (Hons) Human Resource Management with Professional Placement Year a student must successfully complete the following module:

Module Code	Module Name	Credit Value
PLA5XXX	Professional Placement Year	120

Level 6:

In order to complete this course a student must successfully complete all the following CORE modules (totalling 80 credits):

Module Code	Module Name	Credit Value
MAN6XXX	The Executive Manager	20
MAN6XXX	Contemporary Global Management Issues	20
HRM6XXX	Employee Relations and Reward	20
HRM6XXX	Workplace Learning & Development	20

In order to complete this course a student must choose ONE of the following optional project routes (totalling 40 credits):

Module Code	Project Routes	Credit Value
BUS6XXX	Business Advice Project (Major)	40
BUS6XXX	Business Research Project (Major)	40
BUS6XXX	Business Start-Up Project (Major)	40
BUS6XXX	Community Advice Project (Major)	40
BUS6XXX	Employability Project (Major)	40
QME6XXX	Economics Research Project (Major)	40
BUS6XXX + BUS6XXX	Business Research Methodology and Practice + Business Research Project	20 20
BUS6XXX + BUS6XXX	Business Research Methodology and Practice + Business Start-Up Project	20 20
BUS6XXX + BUS6XXX	Business Research Methodology and Practice + Community Advice Project	20 20

12b Structure Diagram

Full Time Course Structure:

Level 4

SEMESTER ONE	SEMESTER TWO
Core: MAN4XXX: Contemporary HR for Managers (20 credits) MKT4XXX: Developing your Personal Brand (20 credits) MKT4XXX: Principles of Marketing (20 credits)	Core: HRM4XXX : Employee Engagement (20 credits) HRM4XXX: Understanding Organisations and Organisational Behaviour (20 credits) FIN4XXX: Finance for Managers (20 credits)

Level 5

Core: HRM5XXX: Employment Law (20 credits) HRM5XXX: Adding Value through HR (20 credits) MAN5XXX: Management Development (20 credits)	Core: MAN5XXX: Cross-cultural Management (20 credits) MAN5XXX: Introduction to Consultancy (20 credits)
	Optional 20 credits from: MAN5XXX: Entrepreneurship in Action(20 credits) MAN5XXX The Global Manager ACC5XXX: Study Abroad (20 credits)

Level 6

Core: BUS6XXX: Project Route (40 credits) HRM6XXX: Employee Relations and Reward (20 credits) MAN6XXX: The Executive Manager (20 Credits)	Core: HRM6XXX: Workplace Learning and Development (20 credits) MAN6XXX: Contemporary Global Management Issues (20 credits)
Business Project Route (40 credits / 20/20 credits) *(choose one of the routes below)*	

Full Time with Professional Placement Year Course Structure:

Level 4

SEMESTER ONE	SEMESTER TWO
Core: MAN4XXX: Contemporary HR for Managers (20 credits) MKT4XXX: Developing your Personal Brand (20 credits) MKT4XXX: Principles of Marketing (20 credits)	Core: HRM4XXX : Employee Engagement (20 credits) HRM4XXX: Understanding Organisations and Organisational Behaviour (20 credits) FIN4XXX: Finance for Managers (20 credits)

Level 5

Core: HRM5XXX: Employment Law (20 credits) HRM5XXX: Adding Value through HR (20 credits) MAN5XXX: Management Development (20 credits)	Core: MAN5XXX: Cross-cultural Management (20 credits) MAN5XXX: Introduction to Consultancy (20 credits)
	Optional 20 credits from: MAN5XXX: Entrepreneurship in Action(20 credits) MAN5XXX The Global Manager ACC5XXX: Study Abroad (20 credits)
Core: PLA5XXX: Professional Placement Year (120 credits)	

Level 6

Core: BUS6XXX: Project Route (40 credits) HRM6XXX: Employee Relations and Reward (20 credits) MAN6XXX: The Executive Manager (20 Credits)	Core: HRM6XXX: Workplace Learning and Development (20 credits) MAN6XXX: Contemporary Global Management Issues (20 credits)
Business Project Route (40 credits / 20/20 credits) *(choose one of the routes below)*	

Part Time Course Structure:

Level 4 (Year One)

SEMESTER ONE	SEMESTER TWO
Core: MAN4XXX: Contemporary HR for Managers (20 credits) MKT4XXX: Developing your Personal Brand (20 credits)	Core: FIN4XXX: Finance for Managers (20 credits) HRM4XXX: Employee Engagement (20 credits)

Level 4/5 (Year Two)

MKT4XXX: Principles of Marketing (20 credits)	HRM4XXX: Understanding Organisations and Organisational Behaviour (20 credits) MAN5XXX: Cross-cultural Management (20 credits)

Level 5 (Year Three)

Core: HRM5XXX: Employment Law (20 credits) MAN5XXX: Management Development (20 credits)	Core: MAN5XXX: Introduction to Consultancy (20 credits)
	Optional 20 credits from: MAN5XXX The Global Manager MAN5XXX: Entrepreneurship in Action (20 credits)

Level 6 (Year Four)

Core: HRM5XXX: Adding Value through HR (20 credits) BUS6XXX: Project Route (40 credits)	Core: MAN6XXX Contemporary Global Management Issues (20 Credits)

Level 6 (Year Five)

Core: MAN6XXX: The Executive Manager (20 Credits) HRM6XXX: Employee Relations and Reward (20 credits)	Core: HRM6XXX: Workplace Learning and Development (20 credits)
Business Project Route (40 credits / 20/20 credits) *(choose one of the routes below)*	

Project Routes

	Route 1	Route 2	Route 3	Route 4	Route 5	Route 6	Route 7
S1	Business Advice Project (Major) (40 credits)	Business Research Project (Major) (40 credits)	Business Start-Up Project (Major) (40 credits)	Community Advice Project (Major) (40 credits)	Employability Project (Major) (40 credits)	Economics Research Project (Major) (40 credits)	Business Research Methodology and Practice (20 credits)
S2							Business Research Project (20 credits) **or** Business Start-up Project (20 credits) **or** Community Advice Project (20 credits)

13 Overall Student Workload and Balance of Assessment

Overall student workload consists of class contact hours, independent learning and assessment activity, with each credit taken equating to a total study time of around 10 hours. While actual contact hours may depend on the optional modules selected, the following information gives an indication of how much time students will need to allocate to different activities at each level of the course.

- *Scheduled Learning* includes lectures, practical classes and workshops, contact time specified in timetable
- *Directed Learning* includes placements, work-based learning, external visits, on-line activity, Graduate+, peer learning
- *Private Study* includes preparation for exams

The balance of assessment by mode of assessment (e.g. coursework, exam and in-person) depends to some extent on the optional modules chosen by students. The approximate percentage of the course assessed by coursework, exam and in-person is shown below.

Level 4

Workload

18% time spent in timetabled teaching and learning activity

Activity	Number of Hours
Scheduled Learning	216 (9hrs X 24wks)
Directed Learning	360
Private Study	624
Total Hours	1200

Balance of Assessment

Assessment Mode	Percentage
Coursework	75%
Exam	17%
In-Person	8%

Level 5

Workload

XX% time spent in timetabled teaching and learning activity

Activity	Number of Hours
Scheduled Learning	216 (9hrs X 24wks)
Directed Learning	360
Private Study	624
Total Hours	1200

Balance of Assessment

Assessment Mode	Percentage
Coursework	48%
Exam	20%
In-Person	32%

Level 6

Workload

XX% time spent in timetabled teaching and learning activity

Activity	Number of Hours
Scheduled Learning	216 (9hrs X 24wks)
Directed Learning	360
Private Study	624
Total Hours	1200

Balance of Assessment

Assessment Mode	Percentage
Coursework	100%
Exam	0
In-Person	0