

Programme Aim and Title	BSc (Hons) Human Resource Management  BSc (Hons) Human Resource Management with placement year
Intermediate Awards Available	CertHE, DipHE, BSc
Teaching Institution(s)	University of East London
Alternative Teaching Institutions (for local arrangements see final section of this specification)	N/a
UEL Academic School	Royal Docks School of Business and Law
UCAS Code	N602
Professional Body Accreditation	In the process of applying for Chartered Institute of Personnel and Development (CIPD)
Relevant QAA Benchmark Statements	Subject Benchmark Statement: Business and Management 2015
Additional Versions of this Programme	BSc (Hons) Human Resource Management with foundation year  BSc (Hons) Human Resource Management with international foundation programme
Date Specification Last Updated	May 2018

## Programme Aims and Learning Outcomes

This programme is designed to give you the opportunity to:

- Understand the theories, methods and techniques relating to human resource management and apply their knowledge and understanding of human resource management to carry out relevant scenarios.
- Critically evaluate human resource management arguments, assumptions, concepts and data to form judgements and frame questions to solve relevant commercial problems.
- Communicate human resource management information, ideas, problems and solutions to specialist and non-specialist audiences.
- Develop qualities and skills necessary for employment requiring the exercise of responsibility, complex decision making and professional conduct within the field of professional human resource management.
- Achieve a degree which is accredited by the CIPD.

What you will learn:

### **Knowledge**

- To understand the nature of human resource management functions and processes within organisations and the individual and collective practices which influence the business environment internally and externally.
- To evaluate the human resource management environment and pace of change including economic, environmental, cultural, ethical, legal, regulatory, political, sociological, digital and technological including their effects at a local, national and global level upon human resource management strategy, employee behaviour, management and sustainability of organisations.
- To understand the theories, models, frameworks, tasks and roles of human resource management including the management of people, resources, corporate social responsibility and other processes of decision-making within the organisation.

### **Thinking skills**

- To understand the function and operation of human resource management by studying a variety of modules that relate to different aspects of being a professional in human resource management.
- To evaluate various approaches for managing and coordinating the HR function, learning and development, reward management and CSR and ethics in order to generate a good understanding of how to operate as an effective human resource management professional.
- To appreciate the role of digital technology in reshaping traditional revenue and business models and how this relates to the human resource management.

### **Subject-Based Practical skills**

- To identify relevant human resource management problems and select appropriate and professional solutions.
- To analyse and evaluate human resource management data using a range of appropriate social scientific methodologies which emphasise digital literacy and evidence-based decision-making.
- To act entrepreneurially within a human resource management context in order to generate, develop and communicate ideas and manage and exploit intellectual property, gain support and deliver successful outcomes.

### **Skills for life and work (general skills)**

- An ability to work collaboratively with people from a range of cultures and understand the mutual interdependence between internal and external stakeholders to an organisation.
- Communication and listening to stakeholders including the ability to produce clear, structured business communications using a variety of media.
- Conceptual and critical thinking, including the analysis, synthesis, evaluation and self-reflection upon data

## **Learning and Teaching**

Knowledge is developed through

- Guided reading
- Knowledge-based activities with feedback
- Online discussions and activities

Thinking skills are developed through

- Reflective activities with feedback
- Online discussions and activities
- One-on-one tutorials

Practical skills are developed through

- IT-related activities with feedback
- Research skills-based activities with feedback
- Analysis of relevant business cases

Skills for life and work (general skills) are developed through

- Planning activities with feedback
- Project work
- Interpersonal feedback from tutors on written and oral projects

## Assessment

Knowledge is assessed by

- Coursework
- Essays
- Examinations

Thinking skills are assessed by

- Case Studies
- Discussions
- Examinations
- Project work

Practical skills are assessed by

- Practical reports
- Portfolio completion
- Group and Individual Presentations

Skills for life and work (general skills) are assessed by

- Project work
- Group work
- Individual written reports

Students with disabilities and/or particular learning needs should discuss assessments with the Programme Leader to ensure they are able to fully engage with all assessment within the programme.

## Work or Study Placements

The Programme offers an optional 15 credit Work Placement module. The module leader will help supervise the student to identify a potential placement with the support of the Centre for Student Support.

Students may opt to engage in a Work Placement for an academic year. This will not count towards the final classification of the degree but will offer the student valuable real life experience with which to ground their learning. For this option, students will be expected to arrange their own placement with the support of the University's central services, and it should be arranged before the end of the preceding academic year in order to provide sufficient time for internal quality procedures. The programme leader will take responsibility for confirming suitability of the placement, co-ordinating such selection with quality, collecting and analysing feedback from the provider and student as well as being the designated point of contact should any need arise.

Students may opt to study abroad for one term during their level 5 studies. The student should work in collaboration with our overseas office to identify an appropriate university that offers equivalence for the term(s) in which they intend to be abroad.

## Programme Structure

All programmes are credit-rated to help you to understand the amount and level of study that is needed.

One credit is equal to 10 hours of directed study time (this includes everything you do e.g. lecture, seminar and private study).

Credits are assigned to one of 5 levels:

- 3 Equivalent in standard to GCE 'A' level and is intended to prepare students for year one of an undergraduate degree programme.
- 4 Equivalent in standard to the first year of a full-time undergraduate degree programme.
- 5 Equivalent in standard to the second year of a full-time undergraduate degree programme.
- 6 Equivalent in standard to the third year of a full-time undergraduate degree programme.
- 7 Equivalent in standard to a Masters degree.

Programmes are made up of modules that are each credit weighted.

The module structure of this programme:

<b>Level</b>	<b>Module Code</b>	<b>Module Title</b>	<b>Credit Weighting</b>	<b>Core/Option</b>	<b>Available by Distance Learning? Y/N</b>
4	HR4003	Keystone: Personal and Professional Development	30	Core	N
4	EC4005	Global Business and Economic Context	30	Core	N
4	SG4002	Business Intelligence and Data Analysis	30	Core	N
4	MK4002	Foundations of Marketing	15	Core	N
4	HR4001	People and Organisations	15	Core	N
5	HR5005	Managing and Coordinating the HR Function	15	Core	N
5	HR5004	Resourcing and Talent Planning	15	Core	N
5	HR5007	Reward Management	15	Core	N
5	AC5006	Accounting and Finance for the HR Professional	15	Core	N
5	HR5008	Employment Law	15	Core	N
5	HR5009	Learning and Development	15	Core	N
5	HR5010	Human Resource Information Systems	15	Option	N

5	HR5011	Social Media in HRM	15	Option	N
5	HR5012	Project Management	15	Option	N
5	HR5014	Work Placement	15	Option	N
P	HR5015	Placement Year	120P	Core for 4-year programme only	N
6	HR6011	Using Information in Human Resources	30	Core	N
6	HR6013	Developing Responsible Professional Practice	30	Core	N
6	HR6014	Business and Ethical Issues in the Context of HR	30	Core	N
6	HR6015	Employee engagement & Employment Relations	30	Option	N
6	HR6016	Organisational Strategy & Design in International Context	30	Option	N

*Please note: Optional modules might not run every year, the programme team will decide on an annual basis which options will be running, based on student demand and academic factors, in order to create the best learning experience.*

The programme has a common Level 4 which it shares with the BSc Business Management and the BSc Marketing to allow students flexibility between programmes.

A core module for a programme is a module which a student must have passed (i.e. been awarded credit) in order to achieve the relevant named award. An optional module for a programme is a module selected from a range of modules available on the programme.

The overall credit-rating of this programme is 360 credits. If for some reason you are unable to achieve this credit you may be entitled to an intermediate award, the level of the award will depend on the amount of credit you have accumulated. You can read the University Student Policies and Regulations on the UEL website.

## Programme Specific Regulations

The programme is applying for professional accreditation from CIPD. Modules which are offered by CIPD and where UEL has similar modules, the learning outcomes and assignments, where appropriate have been mapped.

Students who join this programme with accreditation of prior learning may not be eligible for CIPD qualification unless the combination of accredited prior learning and study completed on this programme meet all the learning outcomes required by the CIPD.

## Typical Duration

It is possible to move from full-time to part-time study and vice-versa to accommodate any external factors such as financial constraints or domestic commitments. Many of our students make use of this flexibility and this may impact on the overall duration of their study period.

### Undergraduate Programmes

The expected duration of this programme is 3-years full-time (4 years full-time with placement year) or 6-years part-time.

A student cannot normally continue study on a programme after 4-years of study in full time mode unless exceptional circumstances apply and extenuation has been granted. The limit for completion of a programme in part time mode is 8-years from first enrolment.

## Further Information

More information about this programme is available from:

- The UEL web site ([www.uel.ac.uk](http://www.uel.ac.uk))
- The programme handbook
- Module study guides
- UEL Manual of General Regulations (available on the UEL website)
- UEL Quality Manual (available on the UEL website)
- School web pages

All UEL programmes are subject to thorough programme approval procedures before we allow them to commence. We also constantly monitor, review and enhance our programmes by listening to student and employer views and the views of external examiners and advisors.

### Additional costs:

Student membership of CIPD – £40 joining fee and £115 annual membership fee (subject to change, please check CIPD website for latest fee information: <https://www.cipd.co.uk/membership/become-member/student>).

Students may incur additional travel costs of no more than £30 per year to attend field trips or exhibitions as part of modules, however these will be optional to the student experience.



Alternative Locations of Delivery

N/a
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