

Course Aim and Title	BSc (Hons) Human Resource Management with Foundation Year
Intermediate Awards Available	Cert HE, Dip HE, BSc Human Resource Management
Teaching Institution(s)	University of East London
Alternative Teaching Institutions (for local arrangements see final section of this specification)	
UEL Academic School	Royal Docks School of Business and Law
UCAS Code	
Professional Body Accreditation	Chartered Institute of Personnel and Development (CIPD)
Relevant QAA Benchmark Statements	Business and Management November 2019
Additional Versions of this Course	BSc (Hons) Human Resource Management
Date Specification Last Updated	July 2020

Course Aims and Learning Outcomes

This Course 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 Course Leader to ensure they are able to fully engage with all assessments within the Course. Where students have special requirements, which may affect their work on assessments, they

can discuss the matter with the Disability Team with a view to an alternative assessment being offered.

Course Structure

All Courses 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 Course.
- 4 Equivalent in standard to the first year of a full-time undergraduate degree Course.
- 5 Equivalent in standard to the second year of a full-time undergraduate degree Course.
- 6 Equivalent in standard to the third year of a full-time undergraduate degree Course.
- 7 Equivalent in standard to a master's degree.

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

The module structure of this Course:

Level	Module Code	Module Title	Credit Weighting	Core/Option	Available by Distance Learning? Y/N
3	HR3050	Mental Wealth: Employability in a Changing World	20	Core	N
3	MK3050	Developing Academic Skills for Business	20	Core	N
3	EC3000	Developing Academic Literacy	20	Core	N
3	SG3050	Inside Business	20	Core	N

3	HR3051	Connecting to Business and Employment through Volunteering	20	Core	N
3	SG3051	The Global Business Enterprise	20	Core	N
4	HR4010	Mental Wealth 1: Academic and Digital Proficiency	20	Core	N
4	EC4006	Fundamentals of Economics	20	Core	N
4	SG4011	Business Statistics and Data Analysis	20	Core	N
4	MK4003	Foundations of Marketing	20	Core	N
4	HR4003	People and Organisations	20	Core	N
4	AC4006	Fundamentals of Business Accounting	20	Core	N
5	HR5040	Mental Wealth 2 Graduate Employment Competencies	20	Core	N
5	HR5041	Managing and Coordinating the HR Function	20	Core	N
5	HR5042	Resourcing and Talent Management	20	Core	N
5	HR5051	Employment Law	20	Core	N
5	HR5054	Reward Management	20	Core	N
5	HR5045	Learning and Development	20	Option	N
5	HR5053	International HRM	20	Option	N

5	HR5043	HRM Work-Based Reflective Practice	20	Option	N
6	HR6026	Mental Wealth 3 Global enterprise and consultancy practice	20	Core	N
6	HR6030	Applied HR project	20	Core	N
6	HR6022	Employee engagement & Employment Relations	20	Core	N
6	HR6023	HRIS (Human Resource Information systems)	20	Core	N
6	HR6XXX	Strategic HRM & Leadership in Organisations	20	Core	N
6	HR6XXX	Business Ethics & Business Research	20	Core	N

Please note: Optional modules might not run every year, the Course 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.

Additional detail about the Course module structure:

1. The Course has a common Level 4 which it shares with the BSc Business Management and the BSc Marketing to allow students flexibility between Courses.
2. The Level 4 modules develop key skills to enable students to tackle Levels 5 and 6 with confidence and build literacy, numeracy and critical thinking skills early in the degree Course. A key module at Level 4 is Mental Wealth.
3. The Course is developed at Level 5 around core modules. Students can also select from 20 credit options at Level 5 in the form of Learning and Development or HRM Work-based Reflective Practice or International HRM.
4. At Level 6, students will study a range of relevant modules relevant to working in HR, including Employee engagement and Employment Relations, HRIS (Human Resource Information Systems), Strategic HRM and Leadership in Organisations, and Business Ethics and Business Research.
5. The core modules, combined with option modules at Levels 4, 5 and 6 provide students with the opportunity to get a broad understanding of topics that relate to Human resource management. The core module of Applied HR Project at Level 6 will provide students with

a relevant experience and will prepare students for the world of professional human resource management related work opportunities.

A core module for a Course 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 Course is a module selected from a range of modules available on the Course.

The overall credit-rating of this Course 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.

In order to gain an Honours degree on the BSc HRM the student will need to obtain 360 credits including:

- A minimum of 120 credits at level four or higher
- A minimum of 120 credits at level five or higher and the 120 credits
- A minimum of 120 credits at level six or higher

In order to gain an Ordinary degree on the BSc HRM the student will need to obtain a minimum of 300 credits including:

- A minimum of 120 credits at level four or higher
- A minimum of 120 credits at level five or higher
- A minimum of 60 credits at level six or higher

In order to gain a Diploma of Higher Education on the BSc HRM the student will need to obtain at least 240 credits including:

- A minimum of 120 credits at level four or higher
- A minimum of 120 credits at level five or higher

In order to gain a Certificate of Higher Education in *Business Management (Human resource management)* the student will need to obtain 120 credits at level four or higher.

Course Specific Regulations

The Course has professional accreditation from CIPD. The modules on the UEL programme have been mapped against those offered directly by the Chartered Institute of Management so upon graduation students can apply for CIPD intermediate qualifications.

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 Courses

The expected duration of this Course is three years full-time or six years part-time.

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

Further Information

More information about this Course is available from:

- The UEL web site (www.uel.ac.uk)
- The Course 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 Courses are subject to thorough Course approval procedures before we allow them to commence. We also constantly monitor, review and enhance our Courses by listening to student and employer views and the views of external examiners and advisors.

Additional costs:

Students may incur additional travel costs to attend field trips or exhibitions as part of modules, however these will be optional to the student experience.

Alternative Locations of Delivery

The Course will be delivered across our three UEL campuses at:

- Docklands Campus
- Stratford Campus
- University Square Stratford

This Course has CIPD accreditation.