University of Plymouth

Faculty of Business

Plymouth Business School

Programme Specification

BSc (Hons) Management Practice (subject specialism) **/ 5331**

For the Awards of:

BSc (Hons) Management Practice
BSs (Hons) Management Practice – International Trade
BSc (Hons) Management Practice – Leadership and HRM

Final Approved Version
August 2018

Contents

1. BSc Management Practice – subject specialism

The programme offers one core award with the option of subject specialism pathways, resulting in the following awards being available:

	Final Award titles	BSc (Hons) Management Practice BSc (Hons) Management Practice - International Trade BSc (Hons) Management Practice - Leadership and HRM
	UCAS Code	N/A
	JACS Code	N200

2. Awarding Institution: University of Plymouth

Teaching Institutions: University of Plymouth

3. Accrediting Bodies

Chartered Management Institute (CMI)

4. Distinctive Features of the Programme and the Student Experience

- **Management Practice.** The programme will equip students with the skills to deal with contemporary challenges in management practice and develop unique areas of specialism. There will be a focus on the gap in frontline management skills with the opportunity to follow a subject specialism, as noted below.

- **Specialism.** The programme enables students to graduate with a specialist subject area, these are: 'Management Practice-Leadership and HRM' and 'Management Practice - International Trade'. Additional specialist subjects are considered in the future.

- **Workbased Learning.** Adding value through its innovative pedagogy and contemporary commercial content, the programme will be distinctive in that the modules offered will emphasise the importance of workplace learning in design, content and assessment.

- **Professional recogntion.** This is a professionally relevant programme of study. The programme design and content are informed by national and international best practice, in consultation with local and global partners and professional bodies.

- **Accreditation.** The programme is accredited by the CMI for the award of the Advanced Certificate Level 6.

- **Practical focus**. The programme is founded on the principles of management practice – a practice informed context-based mode of learning utilising experiential and action learning. It is designed to ensure that students are given the opportunity to undertake a range of practical and work based activity and learning, encompassing live projects and action research.

- **Research and practice informed teaching**. Staff teaching on the programme underpin their teaching with a range of scholarly activity and work based professional practice and consultancy.

- **Mentoring and Support.** Throughout the programme we provide a supportive community and environment in which to learn. Students are supported in their study by subject tutors and they also receive individual support for their academic and personal development from their personal tutor.

- **Employability**. The programme provides students with opportunity to acquire and develop competences that will significantly enhance employability and employment progression. To support this process, the focus in the final module in the programme is on personal development planning. Students on this programme are likely to be in in either part or full-time employment.

5. Relevant QAA Subject Benchmark Group(s)

General Business and Management (2015)
http://www.qaa.ac.uk/docs/qaa/subject-benchmark-statements/sbs-business-management-15.pdf?sfvrsn=c7e1f781_10

6. Programme Structure

The programme structure is outlined below; this illustrates that students will study three modules in year one and three in year two, thereby completing 120 level 6 credits in two years.

Students on the generic 'Management Practice' programme can select any two modules from the menu of elective modules on offer (illustrated in Table 1 below). Students studying the Leadership and HRM subject specialism will study pathway electives in 'Leadership Practice' and 'Managing People and Performance' (Table 2 below). The International Trade specialism students will offer pathway elective modules in 'International Trade Operations and Strategy' and 'International Trade Policy and Compliance' (Table 3 below).

.Table 1: BSc Management Practice, Programme Modules

Core or Elective Module	Module Code	Module Title	Credits
YEAR 1			
Induction	MPDL300	Learning to Learn (online non-credit induction)	0
1st Elective – students choose one 20 credit module			
Elective	MPDL301	Leadership Practice	20
Elective	MPDL305	International Trade Policy and Compliance	20
Core	MPDL303	Professional Management Practice	20
2nd Elective – students choose one 20 credit module			
Elective	MPDL304	Managing People and Performance	20
Elective	MPDL302	International Trade Operations and Strategy	20
YEAR 2			
Core	MPDL306	Management Research and Evaluation	20
Core	MPDL307	Work Based Action Research Project	20
Core	MPDL308	Personal Development Planning	20

Table 2: BSc Management Practice - Leadership and HRM, Programme Modules

Core or Elective Module	Module Code	Module Title	Credits
YEAR 1			
Induction	MPDL300	Learning to Learn (online non-credit induction)	0
Pathway Elective	MPDL301	Leadership Practice	20
Core	MPDL303	Professional Management Practice	20
Pathway Elective	MPDL304	Managing People and Performance	20
YEAR 2			
Core	MPDL306	Management Research and Evaluation	20
Core	MPDL307	Work Based Action Research Project	20
Core	MPDL308	Personal Development Planning	20

Table 3: BSc Management Practice - International Trade, Programme Modules

Core or Elective Module	Module Code	Module Title	Credits
YEAR 1			
Induction	MPDL300	Learning to Learn (online non-credit induction)	0
Pathway Elective	MPDL305	International Trade Policy and Compliance	20
Core	MPDL303	Professional Management Practice	20
Pathway Elective	MPDL302	International Trade Operations and Strategy	20
YEAR 2			
Core	MPDL306	Management Research and Evaluation	20
Core	MPDL307	Work Based Action Research Project	20
Core	MPDL308	Personal Development Planning	20

7. Programme Aims

The programme aims to deliver:

7.1 Graduates with a unique combination of contextualised online module delivery and work based learning that will equip them with a general understanding of organisations - their structures, cultures and various processes and procedures relating to their management, including consideration of the wider organisational environment in which they operate;

7.2 Graduates with knowledge, understanding and skills in a specialist subject area, in response to current industry requirements, future trends and interests;

7.3 Graduates with a high level of skill in work based learning. This includes increased self-awareness and ability to analyse own behaviour and practice in order to make improvements in a work context;

7.4 Graduates with a range of general transferrable skills in areas such as IT, communication, critical thinking, and practical study and research skills;

7.5 Graduates with lifelong learning skills, in relation to the ability to develop professional reflective practice and plan career progression.

8 Programme Intended Learning Outcomes

The programme provides the opportunity for students to develop and demonstrate their learning in the following areas:

8.1 Knowledge and Understanding

On successful completion graduates should have developed knowledge and understanding of:

8.1.1   the complex, diverse, dynamic *internal* and *external* organisational environment for management; the interrelationship among and interconnectedness between internal and external aspects;

8.1.2   the skills and techniques relevant to the management of markets, customers, finance, people, operations and other resources for effective decision making and performance as a practicing manager;

8.1.3   the interrelationship with other fields of study and current understanding of selected specialist areas in depth.

8.2 Cognitive and Intellectual Skills

On successful completion graduates should have developed the ability to:

8.2.1   work with and critique new ideas, theories and approaches, exploring competing perspectives, apply knowledge and skills to the analyse of a range of management problems, including own work practice;

8.2.2   utilise effective research investigative strategies and techniques, including the analysis of data, use of appropriate established subject specific techniques to judge the reliability, validity and significance of evidence to support conclusions and or recommendations, suggesting reasons for contradictory data/results;

8.2.3   appraise own professional strengths and weaknesses, identify knowledge and skills gaps, formulate a plan of action, critically evaluate and reflect on learning and plan future career development.

8.3 Key and Transferrable Skills

On successful completion graduates should have developed:

8.3.1   numeracy and quantitative skills including data analysis and interpretation;

8.3.2   effective communication skills, written and oral using a range of methods;

8.3.3   the ability to read and understand relevant core texts, utilise theories and concepts in group discussions, coursework and for personal development.

8.4 Employment Related Skills

On successful completion graduates should have developed:

8.4.1   independent learning ability for continued professional development, to advance knowledge and understanding and to develop new skills to a professional level; using reflection and feedback to analyse own capabilities, appraise alternatives and plan and implement actions;

8.4.2   awareness of personal responsibility and professional codes of conduct, effectively incorporating this into work practice;

8.4.3   ability to deal with complex issues both systematically and creatively, to make sound judgements and decisions and communicate conclusions clearly.

8.5 Practical Skills

On successful completion graduates should have developed:

8.5.1   ability to make effective use of communication and information technology;

8.5.2   independent ability to seek and apply new techniques and processes to own performance in a work setting, taking responsibility for own work and development;

8.5.3   competence writing reports for commercial and academic audiences.

9   Admissions Criteria, including APCL, APEL and DAS arrangements
All applicants must have GCSE (or equivalent) Maths and English at Grade C or higher. The specific entry requirements for the programme are set out in Table 1, below.

Table 1: Entry Requirements

Qualification	Description
HND/level 5	Students wishing to enter the programme can do so having achieved a relevant HND (or equivalent) level 5 qualification.
Foundation degree	Students wishing to enter the programme can do so having achieved a relevant foundation degree (or equivalent).
APCL	Accreditation of Prior Certificated Learning will be considered on verification of formal qualifications. Students can apply to the programme who have passed 240 credits at an accredited and approved provider of higher education in a relevant discipline or

	a cognate subject. Alternatively, an applicant with credits in a non-related subject must demonstrate that they have knowledge and skills sufficient to meet the challenges and demands of this programme. If APCL credit is insufficient APEL may be considered (see below). Where a student has gained credits from another institution the credit will be assigned without marks. As per University of Plymouth Academic Regulations[1] marks are not permitted on entry. Therefore, the degree classification will be drawn only from Level 6 modules studied on the Management Practice award.
APEL	Students who do not possess the level of qualifications outlined above may be eligible for admission to the programme on the basis of previous work experience or training. This will be assessed in line with the University's policy on the Accreditation of Prior Experiential Learning (APEL)[2]. APEL will be considered towards a University of Plymouth award in respect of knowledge and skills acquired through life, work experience, and/or study which are not formally attested through certification by a recognised professional or academic body. Students applying for APEL will be required to complete a form of assessment, governed by University of Plymouth regulations, in order to demonstrate that they have satisfied the learning outcomes of the module(s) for which credit is claimed[3]. This may take the form of a portfolio of evidence of experiential learning. In line with University regulations, the learning derived from experience or study must be identified in order to be assessed. Identification must be made by the student, on the basis of systematic reflection on the experience or study and the provision of clear and evidenced statements about that learning. This will be formally reviewed to determine that the learning has in fact occurred and that it is still current, and equivalence to University credit weightings and levels. Additionally, students must provide evidence of literacy/communication skills at a level that demonstrates their ability to progress and they will be expected to demonstrate their capacity to benefit from and successfully complete the programme.

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[1] https://www.plymouth.ac.uk/uploads/production/document/path/9/9723/Academic_regulations_2017-18__in_full_.pdf

[2] https://www.plymouth.ac.uk/uploads/production/document/path/9/9723/Academic_regulations_2017-18__in_full_.pdf

[3] https://www.plymouth.ac.uk/uploads/production/document/path/7/7511/Section_A_Admissions.pdf

	In some instances students may be required to undertake an interview (online, telephone or face to face). The portfolio assessment and interview will be consistent with the University's policy on equal opportunities.

The maximum amount of APEL credit which a student may claim towards an award is 220 credits. |
| Language requirements | Applicants must be competent in English. Applicants whose first language is not English require IELTS 6 with a minimum of 5.5 in all four components (listening, reading, speaking and writing) or equivalent in a secure English language test.[4] If the English Language of students does not meet these requirements, students may complete one of the University's pre-sessional English Language courses. Further information is available at: |

Applicants with disabilities will be advised to declare their disability on the application form and support will be provided through the University's Disability ASSIST Service.

Degree classification calculations for all students on the programme will be governed by University Regulations for Taught Undergraduate Awards (See section E https://www.plymouth.ac.uk/uploads/production/document/path/8/8389/Section_E_Awards.pdf)

Proposed Type of Student

The programme will predominantly appeal to mature students in full or part-time work, as opposed to school leavers due to it being part-time and its focus on work based learning. Candidates who are not currently in employment may take part in the programme if they can demonstrate that they will be able to apply their learning to 'work' of a non-paid nature. This may include: voluntary work, work in a club, union, society or other setting of this nature. Such applications will be decided on a case by case basis.

10 Progression Criteria for Final and Intermediate Awards

Not applicable.

11 Exceptions to Regulations

The award is to be drawn only from Level 6 modules.

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[4] https://www.plymouth.ac.uk/international/how-to-apply/international-students-entry-requirements

12 Transitional Arrangements

Not applicable.

13 Mapping and Appendices:

Modules
Professional Management Practice - Core
Management Research and Evaluation -   Core
Work Based Action Research Project – Core
Personal Development Planning - Core
Leadership Practice – Specialism (Leadership & HRM)
Managing People and Performance – Specialism (Leadership & HRM)
International Trade Operations and Strategy – Specialism (International Trade)
International Trade Policy and Compliance – Specialism (International Trade)

13.1 ILO's against Modules Mapping

Programme Intended Learning Outcomes Map	Professional Management Practice	Management Research & Evaluation	Work Based Action Research Project	PDP	Leadership Practice	Managing People & Performance	IT Operations and Strategy	IT Policy and Compliance
8.1 Knowledge and Understanding of								
8.1.1 the complex, diverse, dynamic *internal* and *external* organisational environment for management; the interrelationship among and interconnectedness between internal and external aspects;	X	X	X	X	X	X		X
8.1.2 the skills and techniques relevant to the management of markets, customers, finance, people, operations and other resources for effective decision making and performance as a practicing manager;	X	X				X	X	X
8.1.3 interrelationship with other fields of study and current understanding of selected specialist areas in depth;	X	X	X	X	X	X	X	X
8.2 Cognitive and Intellectual Skills								
8.2.1 work with and critique new ideas, theories and approaches, exploring competing perspectives, apply knowledge and skills to the analyse of a range of management problems, including own work practice;	X	X	X	X	X	X	X	X
8.2.2 utilise effective research investigative strategies and techniques, including the analysis of data, use of appropriate established subject specific techniques to judge the reliability, validity and significance of evidence to support conclusions and or recommendations, suggesting reasons for contradictory data/results;	X	X	X			X		
8.2.3 appraise own professional strengths and weaknesses, identify knowledge and skills gaps, formulate a plan of action, critically evaluate and reflect on learning and plan future career development.	X		X	X	X		X	X
8.3 Key and Transferrable Skills								
8.3.1 numeracy and quantitative skills including data analysis and interpretation;	X	X						X
8.3.2 effective communication skills, written and oral using a range of methods;	X	X		X	X	X	X	
8.3.3 read and understand relevant core texts, utilise theories and concepts in group discussions, coursework and for personal development.	X	X	X	X	X	X	X	X
8.4 Employment Related Skills								

		1	2	3	4	5	6	7	8
8.4.1	independent learning ability for continued professional development, to advance knowledge and understanding and to develop new skills to a professional level; using reflection and feedback to analyse own capabilities, appraise alternatives and plan and implement actions;	X	X	X	X	X	X	X	
8.4.2	awareness of personal responsibility and professional codes of conduct, effectively incorporating this into work practice.	X	X	X	X	X	X		X
8.4.3	ability to deal with complex issues both systematically and creatively, to make sound judgements and decisions and communicate conclusions clearly.	X	X	X	X	X	X		X
8.5 Practical Skills									
8.5.1	effective use of communication and information technology;	X	X		X	X	X	X	
8.5.2	independent ability to seek and apply new techniques and processes to own performance in a work setting, taking responsibility for own work and development;	X	X	X	X	X			X
8.5.3	competence writing reports for commercial and academic audiences.	X	X	X	X	X	X	X	X

13.2 Modules Assessment Mapping (formative and summative)

Assessment Method	Professional Management Practice	Management Research & Evaluation	Work Based Action Research Project	Personal Development Planning	Leadership Practice	Managing People & Performance	IT Operations and Strategy	IT Policy and Compliance
Essay/assignment						X	X	
Individual Report		X	X	X	X			X
Research Proposal		X						
Individual Presentation			X			X		X
Portfolio	X							
Case Study							X	X
Critical Incident Analysis				X				X
Group work		X			X		X	
Reflective Inquiry		X			X		X	
Development project			X					

13.3 Skills against Modules Mapping

Skills	Professional Management Practice	Management Research & Evaluation	Work Based Action Research Project	Personal Development Planning	Leadership Practice	Managing People & Performance	IT Operations and Strategy	IT Policy and Compliance
Oral Skills	X	X	X	X	X	X	X	
Essay writing		X				X	X	
Report Writing	X	X	X	X	X			X
Project Plan/ Management		X	X					
Research Skills	X	X	X	X	X			
IT/Digital Literacy	X	X	X	X	X	X	X	X
Team working	X	X			X	X	X	
Academic Literacy (reading/note taking etc.)	X	X	X	X	X	X	X	X
Time management	X	X	X	X	X	X	X	X
Evaluation Techniques	X	X	X	X	X		X	X
Data Analysis		X	X					X
Data Interpretation	X	X	X					X
Data/ Information collection	X	X	X					
Networking		X		X	X		X	
Debating							X	

Persuasion		X	X		X	X	X	
Personal enabling	X			X	X			

13.4 Appendices

Appendix 1: QAA and FHEQ Descriptors

QAA Descriptors for a higher education qualification at level 6 in General Business and Management

Threshold standard

On graduating with an honours degree in general business and management, students will typically have:

- knowledge and understanding of the key areas of business and management, the relationships between these and their application;
- demonstrated competence within the range of subject-specific and intellectual skills;
- a view of business and management which is predominantly influenced by guided learning with a limited critical perspective.

Typical standard

On graduating with an honours degree in general business and management, students will typically:
- have a wide knowledge and understanding of the broad range of areas of business and management and the detailed relationships between these, their application and their importance in an integrated framework consistently demonstrate a command of subject-specific skills including application of knowledge, as well as proficiency in intellectual skills;
- have a view of business and management which is influenced by a variety of learning sources including guided learning, team work and independent study;
- be distinguished from the threshold category by their enhanced capacity to develop and apply their own perspectives to their studies, to deal with uncertainty and complexity, to explore alternative solutions, to demonstrate critical evaluation and to integrate theory and practice in a wide range of situations.

FHEQ Descriptors for a higher education qualification at level 6 Bachelor's degree with honours

The descriptor provided for this level of the FHEQ is for any bachelor's degree with honours which should meet the descriptor in full. This qualification descriptor can also be used as a reference point for other level 6 qualifications, including bachelor's degrees, graduate diplomas etc.

Bachelor's degrees with honours are awarded to students who have demonstrated:

- a systematic understanding of key aspects of their field of study, including acquisition of coherent and detailed knowledge, at least some of which is at, or informed by, the forefront of defined aspects of a discipline;
- an ability to deploy accurately established techniques of analysis and enquiry within a discipline.

conceptual understanding that enables the student:
- to devise and sustain arguments, and/or to solve problems, using ideas and techniques, some of which are at the forefront of a discipline;
- to describe and comment upon particular aspects of current research, or equivalent advanced scholarship, in the discipline;
- an appreciation of the uncertainty, ambiguity and limits of knowledge;
- the ability to manage their own learning, and to make use of scholarly reviews and primary sources (for example, refereed research articles and/or original materials appropriate to the discipline).

Typically, holders of the qualification will be able to:
- apply the methods and techniques that they have learned to review, consolidate, extend and apply their knowledge and understanding, and to initiate and carry out projects;
- critically evaluate arguments, assumptions, abstract concepts and data (that may be incomplete), to make judgements, and to frame appropriate questions to achieve a solution - or identify a range of solutions - to a problem;
- communicate information, ideas, problems and solutions to both specialist and non-specialist audiences.

And holders will have the qualities and transferable skills necessary for employment requiring:
- the exercise of initiative and personal responsibility;
- decision-making in complex and unpredictable contexts;
- the learning ability needed to undertake appropriate further;
- training of a professional or equivalent nature.

Appendix 2: University regulations

Available at: https://www.plymouth.ac.uk/student-life/your-studies/essential-information/regulations