

University of Plymouth

Faculty of Arts, Humanities & Business

Plymouth Business School

Programme Specification

BA (Hons) Human Resource Management

(Level 6 Top-up)

September intake: 7069

January intake: 7070

Approved Final Version

December 2020

1. Final award title: BA (Hons) Human Resource Management

Intermediate award titles: Not applicable

UCAS code: N604

HECOS code: 100085

2. Awarding institution: University of Plymouth

Teaching institution: University of Plymouth

3. Accrediting body

The programme accredited by the Chartered Institute of Personal Development (CIPD) and students who pass the programme will be able to obtain a Level 5 CIPD Qualification

Date of re-accreditation

September 2020

4. Distinctive features of the programme and the student experience

- Potential to start the programme in September or January.
- Staff teaching on the programme underpin their teaching with a range of scholarly activities and work based professional practice and consultancy. Staff have undertaken research for the CIPD, ACAS and large employers providing students with an excellent quality of teaching and awareness of current issues in organisations.
- Extensive use is made of guest speakers. This enhances the practitioner and practical focus elements of the programme and brings an added dimension of current practice and organisational issues directly to the classroom.
- Our programme is professionally accredited by the CIPD and thus we place significant emphasis on the employability and skills development in the area of HRM to help students develop as a HRM professional.

5. Relevant QAA Subject Benchmark Group

Business and Management (2019)

https://www.qaa.ac.uk/docs/qaa/subject-benchmark-statements/subject-benchmark-statement-business-and-management.pdf?sfvrsn=db39c881_5

6. Programme Structure

Students have the choice of two start points, either September or January.

Level 6

September start

Semester 1	Semester 2
STO6008 / Researching for Business (40 credits)	
HRL6002 / Contemporary HRM (20 credits)	HRL6007 / Equality and Diversity in the Modern Organisation (20 credits)
HRL6003 / Human Resource Management in a Global Context (20 credits)	HRL6008 / Employment Relationship Management (20 credits)
DEAS300 / Academic Skills for International Direct Entry Final Year Students * (zero credit)	

January start

Term 1 (Semester 2 21/22)	Term 2 (Semester 1 22/23)
STO6008J / Researching for Business (40 credits)	
HRL6007 / Equality and Diversity in the Modern Organisation (20 credits)	HRL6002 / Contemporary HRM (20 credits)
HRL6008 / Employment Relationship Management (20 credits)	HRL6003 / Human Resource Management in a Global Context (20 credits)
DEAS300J / Academic Skills for International Direct Entry Final Year Students * (zero credit)	

* DEAS300 & DEAS300J / Academic Skills for International Direct Entry Final Year Students

(zero credit): The English Language Centre (ELC) provides in-sessional study skills provision (currently called 'English for Specific Academic Purposes') to second and third year international direct entrants who complete UoP ELC pre-sessional summer schools which are longer than two weeks. However this provision is not available to those students who attend the 2-week pre-sessional summer school or are not required to attend a summer school. DEAS300 aims to fill this gap in study skills provision for final year direct entry international students.

7. Programme Aims

The programme aims to:

- develop the knowledge and skills base which will enable effective performance as a practicing HR practitioner;
- produce graduates who are enterprising, readily employable and well equipped for lifelong learning and the professional world;
- develop graduates possessing a broad range of key personal, cognitive/intellectual, transferable, practical and employment skills who could be considered a “competent professional”;
- develop graduates with a broad understanding of the complex, diverse, dynamic business and enterprise environment and the implications for HRM;
- facilitate recognition of the effects of HRM within longer timescales and in relation to a broad range of stakeholders;
- enable an understanding of the international dimensions of HRM;
- develop knowledge and understanding of the ethical and moral responsibilities of HR managers and leaders.

8. Programme Intended Learning Outcomes

8.1 Knowledge and understanding

On successful completion graduates should have developed:

1. an understanding of knowledge in the area of HRM in a business context, including generalist HRM, international and comparative HRM, managing change and equality and diversity;
2. an awareness and understanding of current issues in management that both contextualise and inform HRM;
3. an understanding that enables the student to critically reflect upon and evaluate current research and HRM professional practice.

8.2 Cognitive and intellectual skills

On successful completion graduates should have developed the ability to:

1. evaluate evidence critically, reach conclusions and present findings to improve the management of people;
2. problem solve within the context of the business environment and with emphasis on the management of people;
3. apply knowledge and understanding to respond to complex issues in the study and/or practice of HRM.

8.3 Key and transferable skills

On successful completion graduates should have developed the ability to:

1. interact and work effectively, negotiating and handling conflict as appropriate, to achieve an objective;
2. access and utilise a wide range of learning resources and manage own learning;
3. communicate effectively in writing and orally using a range of methods;
4. demonstrate autonomy in taking responsibility for own work and development;

8.4 Employment related skills

On successful completion graduates should have developed the ability to:

1. successfully manage and deliver a project on time;
2. choose and utilise a range of appropriate skills and techniques relevant to the management of people, to include, recruitment, selection, reward, retention and learning and development of people;
3. reflect upon and evaluate own actions and performance with a view to enhancing self-management and devising plans for enhancing personal and career development;
4. demonstrate awareness of ethical and sustainability issues in their work.

8.5 Practical skills

On successful completion graduates should have developed the ability to:

1. write reports for commercial and academic audiences;
2. select and apply appropriate skills and techniques and work with minimal supervision.

9. Admissions criteria, including APCL, APEL and Disability Service arrangements

Applicants should possess a commensurate Level 5 business qualification and satisfy Plymouth Business School's IELTS requirements which are IELTS of 6.0 or equivalent English qualification (with a minimum of 5.5 in listening, reading, speaking and writing). Applicants with IELTS of 5.5 or 5.0 (with a minimum of 5.0 in listening, reading, speaking and writing) may also be offered a place subject to satisfactory completion of an eight or twelve week English language summer school at University of Plymouth. Applicants with other equivalent qualifications will be considered on their merits. University procedures and policies with effect to APEL and APCL will be complied with.

Disability Service arrangements are as per standard University practice. Applicants can access information at:

<https://www.plymouth.ac.uk/student-life/services/student-services/disability-and-dyslexia/applicants>

10. Progression routes/criteria for final and intermediate awards

Not applicable.

11. Non-standard regulations

Not applicable.

12. Transitional arrangements

Any repeating other students will be managed on a case by case basis as necessary for them to achieve their award.

13. Programme Specification Mapping: module contribution to the meeting of Award Learning Outcomes

Core Modules		Award Learning Outcomes contributed to (for more information see Section 8)																Compensation Y/N	Assessment Element(s) and weightings [use KIS definition] E1- exam E2 – clinical exam T1- test C1- coursework A1 – generic assessment P1 - practical				
		Knowledge & understanding				Cognitive & intellectual skills				Key & transferable skills				Employment related skills						Practical skills			
		1	2	3		1	2	3		1	2	3	4	1	2	3	4			1	2		
Level 6 Los																							
Level 6	STO6008/ STO6008J		X			X	X	X		X	X	X		X	X	X		X	X			N	C1 100%
	HRL6002	X					X	X		X						X	X					Y	C1 100%
	HRL6003	X				X	X			X	X	X	X		X				X			Y	C1 100%
	HRL6007			X		X				X						X						Y	C1 100%
	HRL6008			X				X				X		X		X	X					Y	P1 100%
Level 6 LOs		X	X	X		X	X	X		X	X	X	X	X	X	X	X	X					
Confirmed Award LOs																							

STO6008/STO6008J: Researching for Business

HRL6002: Contemporary HRM

HRL6003: Human Resource Management in a Global Context

HRL6007: Equality and Diversity in the Modern Organisation

HRL6008: Employment Relationship Management