Course Specification

Course Summary Information				
1	**Course Title**		BA (Hons) Human Resource Management	
2	**BCU Course Code**	**UCAS Code**	US0848	NN16
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 (CIPD)	

6	**Course Description**
	Looking for HR courses in Birmingham? Our BA (Hons) Human Resource Management degree allows you to take a year-long sandwich placement in industry. 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. **What's covered in the course?** 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, such as Marks & Spencer, Selfridges, Nestle and Jaguar Land Rover. You will develop your skills through real projects, field trips 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 Superdry and National Express. 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. We will develop your attributes so you'll graduate with the potential to become a full corporate member of the CIPD.

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

8	Derogation from the University Regulations
	Not applicable

9	Delivery Patterns		
Mode(s) of Study	**Location**	**Duration of Study**	**Code**
Full Time	City Centre	3 years	US0848
Part Time	City Centre	5 years*	US0849
Sandwich	City Centre	4 years	US0848S

* If you study this course part-time, you will study modules alongside full-time students in daytime hours (not evenings or weekends). The duration of the course will depend on how many modules you take per year, and will be agreed before you commence your studies. To qualify as a PT student you cannot undertake more than 90 credits in any one year.

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 may be found by searching for the course entry profile located on the UCAS website.

11	Course Learning Outcomes

1	An ability to understand HR's role in strategy formulation and implementation within a range of business contexts.
2	An ability to apply practical knowledge and skills in relation to the management of people and understand how the 'people' aspects of the business contribute to enhancing organisational performance,
3	An ability to discuss, analyse and 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.
4	Development of key employability skills, to include 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 strategically plan for one's own learning method and structured response to meaningful feedback.
5	An understanding of how to use a range of sources being able to analyse and evaluate information in order to present and effectively devise business focused recommendations.
6	An ability to develop excellence in the acquisition of knowledge and understanding of the HR professional's role and appreciate how HR's relationship with a range of stakeholders and business functions impacts on business performance.

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
MAN4013	Contemporary HR for Managers	20
MAN4014	The Professional Manager	20
MKT4015	Marketing Foundations	20
BUS4074	Understanding Organisations and Organisational Behaviour	20
FIN4007	Finance for Managers	20
HRM4000	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
LAW5071	Employment Law	20
MAN5056	Adding Value through HR	20
MAN5054	An Introduction to Consultancy	20
MAN5060	Management Development	20
MAN5058	Applied 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
MAN5059	Applying Consultancy	20
BUS5064	Entrepreneurship and Small Business Management	20
MAN5052	Cross Cultural Management	20
ACC5029	Study Abroad	20

Level 6:

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
BUS6059	Integrated Business Research Project	40
MAN6041	The Executive Manager	20
MAN6038	The Global Manager	20
HRM6008	Employee Relations and Reward	20
MAN6045	Workplace Learning & Development	20

12b Structure Diagram

Please note list of optional modules is indicative only. Students' choice will not be guaranteed for optional modules but a fair and transparent process will be adopted and shared with students.

Full Time Course Structure

4	Level 4 Induction – 2 weeks			
	S1	Contemporary HR for Managers (20 credits)	Marketing Foundations (20 credits)	The Professional Manager (20 credits)
	S2	Understanding Organisations and Organisational Behaviour (20 credits)	Finance for Managers (20 credits)	Employee Engagement (20 credits)
5	Level 5 Transition Programme – 2 weeks			
	S1	Introduction to Consulting (20 credits)	Management Development (20 credits)	Employment Law (20 credits)
		Optional International Exchange		
	S2	Adding Value through HR (20 credits)	Applied Management (20 credits)	OPTION (20 credits)
		Optional International Exchange		
Work Placement				
6	Level 6 Transition Programme - 2 weeks			
	S1	Integrated Business Research Project (40 credits)	The Executive Manager (20 credits)	Employee Relations and Reward (20 credits)
	S2		MAN6038: The Global Manager (20 credits)	Workplace Learning & Development (20 credits)

Part Time Course Structure

Year 1	Semester 1	MAN4013: Contemporary HR for Managers (20 credits)

	Semester 2	BUS4074: Understanding Organisations and Organisational Behaviour (20 credits)	FIN4007: Finance for Managers (20 credits)
Year 2	Semester 1	MAN4014: The Professional Manager (20 credits)	MKT4015: Marketing Foundations (20 credits)
	Semester 2	Level 4 Employee Engagement (20 credits)	Level 5 Adding Value through HR (20 credits)
Year 3	Semester 1	MAN5054: An Introduction to Consulting (20 credits)	MAN5060: Management Development (20 credits)
	Semester 2	MAN5058: Applied Management (20 credits)	Level 5 Option
Year 4	Semester 1	Level 5 Employment Law (20 credits)	MAN6041: The Executive Manager (20 credits)
	Semester 2	Level 6 Workplace Learning & Development (20 credits)	MAN6038: The Global Manager (20 credits)
Year 5	Semester 1	BUS6059: Integrative Business Research Project (40 credits)	Level 6 Employee Relations and Reward (20 credits)
	Semester 2	Integrative Business Research Project (40 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

% time spent in timetabled teaching and learning activity

Activity	Number of Hours
Scheduled Learning	240
Directed Learning	264
Private Study	696
Total Hours	1200

Balance of Assessment

Assessment Mode	Percentage
Coursework	68%
Exam	16%
In-Person	16%

Level 5

Workload

% time spent in timetabled teaching and learning activity

Activity	Number of Hours
Scheduled Learning	229
Directed Learning	323
Private Study	648
Total Hours	1200

Balance of Assessment

Assessment Mode	Percentage
Coursework	68%
Exam	16%
In-Person	16%

Level 6

Workload

% time spent in timetabled teaching and learning activity

Activity	Number of Hours
Scheduled Learning	216
Directed Learning	348
Private Study	648
Total Hours	1200

Balance of Assessment

Assessment Mode	Percentage
Coursework	80%
Exam	0
In-Person	20%