

## Overview

<b>Programme Code</b>	31780
<b>Programme Title</b>	Human Resource Management
<b>Awarding Institution</b>	Liverpool John Moores University
<b>Programme Type</b>	Degree
<b>Language of Programme</b>	All LJMU programmes are delivered and assessed in English
<b>Programme Leader</b>	Jason Bogh
<b>Link Tutor(s)</b>	

## Awards

Award Type	Award Description	Award Learning Outcomes
Target Award	Bachelor of Arts with Honours - BAH	See Learning Outcomes Below
Recruitable Target	Bachelor of Arts Honours (SW) - SBAH	See Learning Outcomes Below
Alternative Exit	Diploma in Higher Education (SW) - SDHE	Describe and evaluate the role of human resource management in diverse organisations and contribute to the management of these organisations. Conduct detailed evaluation of the tools of recruitment and selection, performance, development, reward for a range of organisational contexts. Appraise and evaluate ethical practice within a range of contexts and organisations Use a range of data; organisational, financial and external to formulate opinions and guidance in HR related issues. Recognise and demonstrate professional behaviours which can be mapped to corresponding Intermediate Standards of CIPD. Develop and regularly use team working and interpersonal skills to support effective working in a rapidly changing and diverse environment. Students will be entitled to a Diploma in Higher Education (SW) on the successful completion of a placement year or study abroad year.
Alternative Exit	Certificate of Higher Education - CHE	Describe and evaluate the role of human resource management in diverse organisations and contribute to the management of these organisations. Use a range of data; organisational, financial and external to formulate opinions and guidance in HR related issues. Develop and regularly use team working and interpersonal skills to support effective working in a rapidly changing and diverse environment.
Alternative Exit	Bachelor of Arts (SW) - SBA	Demonstrate a broad and comparative knowledge of the general scope of the subject, its different areas and applications, and its interactions with related subjects. A detailed knowledge of a defined subject or a more limited coverage of a specialist area balanced by a wider range of study. In each case, specialised study will be informed by current developments in the subject. Demonstrate a critical understanding of the essential theories, principles and concepts of the subject(s) and of the ways in which these are developed through the main methods of enquiry in the subject.
Alternative Exit	Bachelor of Arts - BA	Demonstrate a broad and comparative knowledge of the general scope of the subject, its different areas and applications, and its interactions with related subjects. A detailed knowledge of a defined subject or a more limited coverage of a specialist area balanced by a wider range of study. In each case, specialised study will be informed by current developments in the subject. Demonstrate a critical understanding of the essential theories, principles and concepts of the subject(s) and of the ways in which these are developed through the main methods of enquiry in the subject. Students will be entitled to a BA (SW) on the successful completion of a placement year or study abroad year.

Alternative Exit	Diploma of Higher Education - DHE	Describe and evaluate the role of human resource management in diverse organisations and contribute to the management of these organisations. Conduct detailed evaluation of the tools of recruitment and selection, performance, development, reward for a range of organisational contexts. Appraise and evaluate ethical practice within a range of contexts and organisations Use a range of data; organisational, financial and external to formulate opinions and guidance in HR related issues. Recognise and demonstrate professional behaviours which can be mapped to corresponding Intermediate Standards of CIPD. Develop and regularly use team working and interpersonal skills to support effective working in a rapidly changing and diverse environment.
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<b>Alternate Award Names</b>	
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## External Benchmarks

<b>Subject Benchmark Statement</b>	UG-Business and Management (2019)
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## Accreditation

### Programme Accredited by

PSRB Name	Type of Accreditation	Valid From Date	Valid To Date	Additional Notes
Chartered Institute of Personnel and Development (CIPD)	Accredited by the Chartered Institute of Personnel and Development (CIPD).			

## Programme Offering(s)

Mode of Study, Mode of Delivery	Intake Month	Teaching Institution	Programme Length
Full-Time, Face to Face	September	LJMU Taught	3 Years
Sandwich Year Out, Face to Face	September	LJMU Taught	4 Years

## Aims and Outcomes

### Educational Aims of the Programme

The programme will align and map to the core knowledge and core behaviour membership standards of the CIPD Profession Map at Associate Level. Completion of the programme will meet the requirements for Associate Membership of CIPD. The curriculum is designed to comply with the QAA General Business and Management Subject Benchmark, published as part of the national academic infrastructure as amended by mapping requirements to the core knowledge and core behaviour membership standards of the CIPD Profession Map at Associate Level. The BA (Hons) Human Resource Management Programme aims to produce graduates who have: undertaken a rigorous study of core and strategic human resource management knowledge; specialising in the analysis of the contribution of people to the strategic objectives of organisations; obtained the necessary knowledge and skills to pursue management careers in human resource management/ personnel / individual and organisational development; or corporate careers that involve developing performance in people, equality and diversity initiatives; developed the personal and key skills to enable them to work effectively on their own and within teams; and to be able to meet the challenges of working in a changing environment. The key behaviours of a HR professional practitioner at this level will have acquired the intellectual skills to enhance personal development and inculcate a positive attitude to lifelong learning and development; developed the ability to act ethically in different circumstances and contexts; and gained the necessary entrepreneurial qualities and skills, including working in digital contexts.

### Learning Outcomes

Code	Description
PLO1	Describe and evaluate the role of human resource management in diverse organisations and contribute to the management of these organisations.
PLO2	Develop the critical and analytical skills necessary to question and offer informed alternatives in a rapidly changing environment
PLO3	Evaluate the impact of the changing local and global environment on human resource management practice.
PLO4	Utilise and evaluate case study material from the private, public and not for profit sectors
PLO5	Conduct detailed evaluation of the tools of recruitment and selection, performance, development, reward for a range of organisational contexts
PLO6	Appraise and evaluate ethical practice within a range of contexts and organisations
PLO7	Design, justify, identify, measure, and evaluate the contribution of human resource management initiatives and strategies.
PLO8	Use a range of data; organisational, financial and external to formulate opinions and guidance in HR related issues
PLO9	Use organisational and academic research to inform the design and evaluation of HR related issues
PLO10	Develop reflective skills in respect to personal competence and development in line with the values and impact of HR policy practice and strategy

## Programme Structure

### Programme Structure Description

The programme is studied over 3 years full time (360 credits) with an option of a 1 year placement at the end of level 5 - 5170BUSHR - (taking the years of study to 4, so 480 total credits). The level 5 placement year module is non-mark bearing and will not be included in calculating the level 5 mark. Students who do not undertake the placement will need to consider short term and voluntary placements to develop HR practitioner skills for CIPD accreditation. Each academic year consists of two 12 week semesters. The programme will also offer the opportunity of an additional study year abroad following Level 5. This option is only available to students who have not undertaken the additional placement year. These students will be enrolled on a 480 credit honours with study abroad programme. Of those 480 credits, 120 will be taken via 5800BUSHR Level 5 Study Abroad module. Students beginning the programme prior to September 2022 will remain on the previous version of the programme

Programme Structure - 360 credit points	
Level 4 - 120 credit points	
Level 4 Core - 120 credit points	CORE
[MODULE] 4110LBSHR Academic and Digital Literacy Approved 2022.01 - 20 credit points	
[MODULE] 4120LBSHR Professional People Management Approved 2022.02 - 20 credit points	
[MODULE] 4130LBSHR Management Functions and Practice Approved 2022.02 - 20 credit points	
[MODULE] 4140LBSHR HR in the Business Context Approved 2022.01 - 20 credit points	
[MODULE] 4150LBSHR Learning and Development: Theory and Practice Approved 2022.01 - 20 credit points	
[MODULE] 4160LBSHR Work Psychology and Interpersonal Skills Approved 2022.02 - 20 credit points	
Level 5 - 120 credit points	
Level 5 Core - 120 credit points	CORE
[MODULE] 5110LBSHR Ethical Practice and Behaviours Approved 2022.01 - 20 credit points	
[MODULE] 5120LBSHR Professional Behaviours and Valuing People Approved 2022.01 - 20 credit points	
[MODULE] 5130LBSHR Employability Approved 2022.01 - 20 credit points	
[MODULE] 5140LBSHR Reward for Performance and Contribution Approved 2022.01 - 20 credit points	
[MODULE] 5150LBSHR Evidence-based practice: Research and Data Analysis Approved 2022.01 - 20 credit points	
[MODULE] 5160LBSHR Advanced Assessment Techniques Approved 2022.01 - 20 credit points	
Optional placement - 120 credit points	OPTIONAL
Placement Year - 120 credit points	OPTIONAL
[MODULE] 5170BUSHR Sandwich Year - HRM Approved 2022.01 - 120 credit points	
OR Study Abroad - 120 credit points	OPTIONAL
[MODULE] 5800BUSHR Study Year Abroad HRM Approved 2022.01 - 120 credit points	
Level 6 - 120 credit points	
Level 6 Core - 120 credit points	CORE
[MODULE] 6110LBSHR Developing Organisational Change Approved 2022.01 - 20 credit points	
[MODULE] 6120LBSHR Contemporary Employment Relations Approved 2022.01 - 20 credit points	
[MODULE] 6130LBSHR Equality, Diversity, Inclusion and Belonging Approved 2022.01 - 20 credit points	

[MODULE] 6140LBASHR Conflict management – Legal Framework Approved 2022.01 - 20 credit points
[MODULE] 6150LBASHR Developing HR Strategy and Culture Approved 2022.01 - 20 credit points
[MODULE] 6160LBASHR HR Impact Project Approved 2022.01 - 20 credit points

Module specifications may be accessed at <https://proformas.ljmu.ac.uk/Default.aspx>

## Approved variance from Academic Framework Regulations

Variance
Students on CIPD accredited programmes must pass all required module assessments in order to pass each module.

## Teaching, Learning and Assessment

The acquisition of core knowledge is achieved through a range of teaching methods including lecture, seminar, tutorial and workshop. The core knowledge and understanding required for the programme determines the teaching methods used within modules. For example, lectures may be used to introduce core theories and concepts, with seminars, tutorials and workshops being utilised to build on core theories and explore in more detail further concepts, ideas and 'real-world' business issues. The ability for students to consolidate their learning has been considered and developed within modules. As well as potentially using workshops, tutorials and seminars to practice and further explore theories and concepts, students will also develop their learning through on-line activities and directed reading. In formulating the assessment strategy, the programme team aims to achieve an appropriate match between teaching and learning methods and assessment tasks in order to ensure that the programme offers variety in its assessment. The provision of formative assessment and feedback has also been considered within modules in order to provide students with the best opportunity to develop their knowledge and understanding of key subjects. Assessment methods for the programme include a combination of formative and summative practical exercises and activities, portfolios, presentations, research case-study, posters, reflection, tests, essays, and reports.

## Opportunities for work related learning

Work based learning: Learning about self and others Learning and practicing key skills in management and HRM specifically Experiencing the world of work Developing solutions to work based problems in workshops and tutorials Experience and learning how to manage oneself in a range of situations Encourage students to engage with the development of employability skills by completing a self-awareness statement There is on-going development of graduate skills embedded in the programme. Work related skills form part of workshop and tutorial tasks throughout the programme. Specialist speakers at appropriate points in key modules enhance the work related experience for the students. Level Four HR Practitioner skills employs case-based and role-play techniques to develop real world skills in a practitioner context supported by CIPD qualified practitioner input. The Business and Finance module will give HR students a wider understanding of other functions and the ability to work effectively with budget and forecast data. Level Five Particular reference is made to Professional Practice at level five where students are exposed to real work simulations which develop a range of skills. Assessment for Professional practice involves the interpretation and offering of solutions to a real world based case study. Placement Year Students work in a HRM related job. They enter into a learning agreement between themselves and their employer and LBS concerning their personal and business skills development. Students produce learning logs which are assessed by LJMU and work-based supervisors. They also complete a portfolio of evidence which is assessed and forms part of the evidence for Associate Membership of CIPD and can also be presented to gain the award of Licentiate membership of City and Guilds Institute. Level Six Through the investigative report, students research either a live HR business problem connected to a company or research a HR business related issue. The research is undertaken individually with support from supervision and written up as a 8,000 word analytical report. In Strategic HRM - students analyse a range of HRM strategy problems using case studies which focus on the development of work related skills. Students who do not take a placement year before moving into level six will be encouraged to undertake paid and voluntary opportunities to develop the employer assessed behaviours linked to the Intermediate Standards. Through the portfolio of evidence built up and employer verification students will have clear direction about any additional requirements on HR behavioural mapping required to meet CIPD Intermediate standards and obtain Associate Membership of CIPD PDP and CPD planning forms part of the overall development of individual students on the programme and students are encouraged to participate in skills development and to collect work related evidence for HR behavioural mapping from level one onwards.

## Entry Requirements

Type	Description
NVQ	Exemptions may apply - decisions on an individual basis on discussion with the programme team Applications are welcomed from students with the following qualifications A Higher National Diploma (HND) in a cognate subject area will be considered for entry into Level 6. Applicants are expected to have achieved an average of merit standard Foundation Degree in a cognate subject will be considered for entry into Level 6. Applicants are expected to have achieved an average of 60%
A levels	104 UCAS Tariff points from a minimum of 2 A Levels. Key skills points are accepted in accordance with the UCAS tariff.

Other international requirements	Qualifications will be considered in line with normal entry requirements. Any applicant whose first language is not English will be required to provide an IELTS certificate at band 6.0 with no less than 5.5 in any component or an acceptable equivalent. Direct entry to level 5 (year 2) is available to holders of LJMU's International Year One in Business (Study Group). Students need to have achieved 40% in all modules and 50% in 4508IYBSG English Skills for University Study. International Students English Language Requirements. All International and EU students must meet the following minimum English Language requirements IELTS 6.0 with a minimum of 5.5 in each component
Access awards	Pass Access to HE Diploma in a relevant subject
Reduced offer scheme	As part of LJMU's commitment to widening access we offer eligible students entry to their chosen course at a reduced threshold of up to 16/8 UCAS points. This applies if you are a student who has been in local authority care or if you have participated in one of LJMU's sustained outreach initiatives, e.g. Summer University. Please contact the admission office for further details.
GCSEs and equivalents	<p>Prior to starting the programme applicants must have obtained Grade C or Grade 4 or above in English Language and Mathematics GCSE or an approved alternative qualification below:</p> <p>Key Skills Level 2 in English/Maths</p> <p>NVQ Level 2 Functional skills in Maths and English Writing and or Reading</p> <p>Skills for Life Level 2 in Numeracy/English</p> <p>Higher Diploma in Maths/English</p> <p>Functional Skills Level 2 in Maths/English</p> <p>Northern Ireland Essential Skills Level 2 in Communication or Application of Number</p> <p>Welsh GCSE in Maths or Numeracy</p> <p>Wales Essential Skills Level 2 in Communication or Application of Number</p>
Irish awards	<p><b>Irish Leaving Certificate:</b> Acceptable on its own and combined with other qualifications</p> <p><b>Grades / subjects required:</b> 104 UCAS Tariff points with a maximum 20 UCAS Tariff points from Ordinary Level</p>
Alternative qualifications considered	GCSE (or O Level) Mathematics and English Language grade C or above (or equivalent),
Welsh awards	Acceptable only when combined with other qualifications



BTECs	104 UCAS Tariff points
Alternative qualifications considered	<p>Applications are welcomed from mature and non-standard applicants, who will be considered on an individual basis. These applicants may be required to submit an essay and/or attend an interview, and should demonstrate potential and motivation and/or have relevant experience.</p> <p>International applications will be considered in line with UK qualifications.</p>
T levels	104 UCAS Tariff points
International Baccalaureate	<p><b>International Baccalaureate:</b> Acceptable on its own and combined with other qualifications</p> <p><b>Additional information:</b> 104 UCAS Tariff point from IB Composite parts, or in combination with other Level 3 qualifications</p>

## Extra Entry Requirements