Programme Specification Document

Approved, 2022.02

Overview

Programme Code	35655
Programme Title	Business and Human Resource Management
Awarding Institution	Liverpool John Moores University
Programme Type	Degree
Language of Programme	All LJMU programmes are delivered and assessed in English
Programme Leader	Helen Klepper
Link Tutor(s)	

Awards

Award Type	Award Description	Award Learning Outcomes
Target Award	Bachelor of Arts with Honours - BAH	See Learning Outcomes Below
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. 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 Interpret a range of data to make informed decisions in problem solving
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 - BA	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. 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 Interpret a range of data to make informed decisions in problem solving

Alternate Award Names	

External Benchmarks

Subject Benchmark Statement	UG-Business and Management (2019)

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
Part-Time, Face to Face	September	LJMU Taught	4 Years

Aims and Outcomes

Educational Aims of the Programme

The programme aims to equip students with the knowledge and progress skills to meet the Intermediate standards of CIPD. Completion of the programme, will meet the requirements for Associate Membership of CIPD. The curriculum is designed to comply with the QAA Business and Management Subject Benchmark, published as part of the national academic infrastructure as amended by mapping requirements against the CIPD Intermediate standards. The BA (Hons) Business and Human Resource Management Programme aims to produce graduates who have: undertaken a rigorous study of core and strategic business and 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 or corporate careers that involve developing performance in people, 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, developed and evidenced and mapped against CIPD requirements, the key behaviours of a HR professional practitioner at Intermediate level acquired the intellectual skills to enhance personal development and inculcate a positive attitude to lifelong learning and development used their work experience and knowledge to contextualise the academic learning in the programme and assess development opportunities for themselves in the future.

Learning Outcomes

Code	Description
PLO1	Describe and evaluate the role of business and human resource management in diverse organisations and contribution of management to organisations
PLO2	Use critical analytical and evaluative skills to question and offer alternatives in a rapidly changing environment
PLO3	Use a range of data, organisational financial and external to formulate opinions and guidance in HR and general business related issues
PLO4	Plan, conduct and produce an investigative research project report

Code	Description
PLO5	Apply professional behavioural mapping corresponding to the Intermediate Standards of CIPD (BA HRM)
PLO6	Demonstrate effective and professional communication and problem solving skills
PLO7	Undertake role play, case study and practitioner involvement activities to promote practical skills across the range of business HRM and HRD interventions and strategies
PLO8	Apply concepts knowledge and skills to work based practice
PLO9	Communicate and interpret complex materials
PLO10	Critically appraise and evaluate organisational strategy policy and practice
PLO11	Interpret data for leadership and problem solving
PLO12	Evaluate the impact of the changing local and global environment on human resource management practice
PLO13	Use digital resources for research and evaluation
PLO14	Work effectively in teams and use interpersonal skills to support effective working in a rapidly changing and diverse environment
PLO15	Manage time effectively and learn independently in the spirit of critical enquiry.
PLO16	Utilise and evaluate case study material from the private, public and not for profit sectors
PLO17	Conduct detailed evaluation of the tools of recruitment and selection, performance, development, reward and identification of appropriate tools for a range of organisational contexts
PLO18	Identify, measure and evaluate the contribution of business and human resource management initiatives. Design and justification of human resource management strategies
PLO19	Conduct detailed evaluation of the business tools from HR but also the wider business community
PLO20	Ability to use a range of data; organisational, financial and external to formulate opinions and guidance in business and HR related issues
PLO21	Use organisational and academic research to inform design and evaluation of business and HR related issues
PLO22	Apply reflective skills in respect of personal competence and development

Programme Structure

Programme Structure Description

The programme is studied over four years part time primarily via evening and blended study supported by a block day for each module. The year is extended to complete each academic year in July and report to September boards. The programme is delivered through workshop activity which means that each class has an interactive as well as academic delivery element. Block days provide the opportunity to embed skills and learning.

Programme Structure - 360 credit points	
Level 4 - 120 credit points	
Level 4 Core - 120 credit points	CORE
Level 5 - 120 credit points	
Level 5 Core - 120 credit points	CORE
[MODULE] 5210BSPTHR Work Psychology Approved 2022.01 - 30 credit points	
[MODULE] 5220BSPTHR Leadership and Performance Theory and Practice Approved 2022.01 - 30 credit points	
[MODULE] 5230BSPTHR Labour Market and Talent Management Approved 2022.01 - 30 credit points	
[MODULE] 5240BSPTHR Academic and Practitioner Research Methods Approved 2022.01 - 30 credit points	
Level 6 - 120 credit points	
Level 6 Core - 120 credit points	CORE
[MODULE] 6210BSPTHR Strategic HR Approved 2022.01 - 30 credit points	
[MODULE] 6220BSPTHR Change Management and Organisational Development Approved 2022.01 - 30 credit points	
[MODULE] 6230BSPTHR The Employment and Legal Relationship Approved 2022.01 - 30 credit points	
[MODULE] 6240BSPTHR Dissertation and Impact Report Approved 2022.01 - 30 credit points	

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

Approved variance from Academic Framework Regulations

Variance

3, 30 credit modules delivered across 4 'long' academic years, using 3 'semesters' per year (semester 1, semester 2, and summer semester)

Teaching, Learning and Assessment

Workshops On line discussion boards On line case study development Live on line Tutor led tutorials On line student led tutorials Lectures - part of CPD - CIPD events Skills development workshops (level four) Role play Case study Action learning sessions Self directed learning Intern work opportunities Short placement and project opportunities E- facilitated assessment support surgeries E- facilitated tutor support and guidance Business and Informal Reports Mini Case studies Seen Case study timed assessments Case study based coursework Presentations (individual or group) Portfolio (skills or knowledge development) Research Investigation Project Critical reflection accounts Skills assessment (individual or group) Lectures Tutor led tutorials Student led tutorials Workshops Self directed learning Work placement year Essays Reports Class Tests Unseen Examinations Seen Case study Examinations Presentations Project Workshops Presentations Tutorials Role play Case study Work placement year Portfolio Presentations Formative assessment on role plays and case study Lectures Tutor led tutorials Student led tutorials Workshops Work placement year Self directed learning using workbooks and Canvas Reports Mini Case studies Unseen Examinations Case study examinations Presentations Portfolio Project Work placement year

Opportunities for work related learning

Students on this programme already have work related experience and learning and the challenge for them is to understand how to use this effectively in an academic environment and for their own personal development. Work based learning : Learning about self and others Learning and practising key skills in management and HRM specifically Evidencing work experience and placing in an organisational and academic context Developing solutions to work based problems in workshops and tutorials Experience and learning how to manage oneself in a range of situations As part of skills development, students engage with self assessment techniques which supports individualised learning and accounts for differences in motivational drivers, emotional and practical needs and environmental conditions

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 relevant Business subject. Applicants are expected to have achieved an average of merit standard Foundation Degree in a relevant Business subject. Applicants are expected to have achieved an average of 60%
Alternative qualifications considered	GCSE (or O Level) Mathematics and English Language grade C or above (or equivalent),
A levels	260 UCAS Tariff points from a minimum of 2 A Levels. Key skills points are accepted in accordance with the UCAS tariff.
BTECs	260 UCAS Tariff points
International Baccalaureate	28 points form IB Diploma
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. 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

Extra Entry Requirements