

Programme Specification Document

Approved, 2022.04

Overview

Programme Code	36690
Programme Title	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	
Link Tutor(s)	Oliver Kayas

Partner Name	Partnership Type
Oryx Universal College WLL	Franchised

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. 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. Develop and regularly use team working and interpersonal skills to support effective working in a rapidly changing and diverse environment.
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	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.

Alternate Award Names	
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External Benchmarks

Subject Benchmark Statement	UG-Business and Management (2019)
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Programme Offering(s)

Mode of Study, Mode of Delivery	Intake Month	Teaching Institution	Programme Length
Full-Time, Face to Face	April	Oryx Universal College WLL	3 Years
Full-Time, Face to Face	January	Oryx Universal College WLL	3 Years
Full-Time, Face to Face	September	Oryx Universal College WLL	3 Years

Aims and Outcomes

Educational Aims of the Programme

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 Intermediate 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.

Code	Description
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. Each academic year consists of two 12 week semesters.

Programme Structure - 360 credit points	
Level 4 - 120 credit points	
Level 4 Core - 120 credit points	CORE
[MODULE] 4701ORYXHR Organisational Behaviour Approved 2022.01 - 20 credit points	
[MODULE] 4702ORYXHR Academic and Business Skills Approved 2022.01 - 20 credit points	
[MODULE] 4703ORYXHR Introduction to HR Approved 2022.01 - 20 credit points	
[MODULE] 4704ORYXHR Social, Political, Economic and Legal Context of HR Approved 2022.01 - 20 credit points	
[MODULE] 4705ORYXHR HR Practitioner Skills Approved 2022.01 - 20 credit points	
[MODULE] 4706ORYXHR Management Practice Approved 2022.01 - 20 credit points	
Level 5 - 120 credit points	
Level 5 Core - 120 credit points	CORE
[MODULE] 5701ORYXHR Leadership and Management Approved 2022.01 - 20 credit points	
[MODULE] 5702ORYXHR HR Professional Practice Approved 2022.01 - 20 credit points	
[MODULE] 5703ORYXHR Employability Approved 2022.01 - 20 credit points	
[MODULE] 5704ORYXHR Development, Coaching and Performance Approved 2022.01 - 20 credit points	
[MODULE] 5705ORYXHR Introduction to Research Methods Approved 2022.01 - 20 credit points	
[MODULE] 5706ORYXHR Advanced Selection Practice Approved 2022.01 - 20 credit points	
Level 6 - 120 credit points	
Level 6 Core - 100 credit points	CORE
[MODULE] 6701ORYXHR Strategic HR Approved 2022.01 - 20 credit points	
[MODULE] 6702ORYXHR Equality, Diversity and Inclusion Approved 2022.01 - 20 credit points	
[MODULE] 6704ORYXHR Employment Relations and Legal Framework Approved 2022.01 - 20 credit points	
[MODULE] 6705ORYXHR Organisational Development & Change Management Approved 2022.01 - 20 credit points	
[MODULE] 6706ORYXHR Dissertation and Impact Report Approved 2022.01 - 20 credit points	
Level 6 Optional - 20 credit points	OPTIONAL
[MODULE] 6703ORYXHR International HRM and HRD Approved 2022.01 - 20 credit points	
[MODULE] 6707ORYXHR Consultancy Approved 2022.01 - 20 credit points	

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

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: 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.

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.

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.

Entry Requirements

Type	Description
A levels	104 UCAS Tariff points from a minimum of 2 A Levels. Key skills points are accepted in accordance with the UCAS tariff.
BTECs	104 UCAS Tariff points

International Baccalaureate	26 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. 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
Alternative qualifications considered	Students would be expected to have achieved one of the following Qatari Specific qualifications: Al-Thamawaya Al-Aama and a recognised foundation year course. A Technical Diploma from a College of Technology. The Qatar Foundation Academic Bridge Programme.
Access awards	Pass Access to HE Diploma in a relevant subject
GCSEs and equivalents	GCSE (or O Level) Mathematics and English Language grade C or above (or equivalent),
Interview required	Non standard and mature admissions will be based on evidence relating to experience and job role as well as qualification and will be individually assessed by the programme team using interviews and a review of work and skills.
Irish awards	104 UCAS Tariff points with a maximum 20 UCAS Tariff points from Ordinary level
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%
Specific country requirements	Scottish Higher 104 UCAS Tariff points

Extra Entry Requirements