

Overview

Programme Code	41780
Programme Title	Human Resource Management
Awarding Institution	Liverpool John Moores University
Programme Type	Degree with Foundation
Language of Programme	All LJMU programmes are delivered and assessed in English
Programme Leader	Jason Bogh
Link Tutor(s)	

Awards

Award Type	Award Description	Award Learning Outcomes
Target Award	Bachelor of Arts with Honours (Fnd) - BAHF	See Learning Outcomes Below
Recruitable Target	Bachelor of Arts with Honours (SW) (Fnd) - SBAHF	See Learning Outcomes Below
Alternative Exit	Diploma in Higher Education (SW) (Fnd) - SDHEF	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)(Fnd) on the successful completion of a placement year or study abroad year.
Alternative Exit	Certificate of Higher Education (Fnd) - CHEF	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	Diploma of Higher Education (Fnd) - DHEF	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
Alternative Exit	Bachelor of Arts (Fnd) - BAF	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 (SW) (Fnd) - SBAF	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)(Fnd) on the successful completion of a placement year or study abroad year.
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Alternate Award Names	
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External Benchmarks

Subject Benchmark Statement	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
Sandwich Year Out, Face to Face	September	LJMU Taught	5 Years
Full-Time, 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 4 years full time (480 credits) with an option of a 1 year placement at the end of level 5 - 5170BUSHR. 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 - 480 credit points	
Level 3 - 120 credit points	
Level 3 Core - 120 credit points	CORE
[MODULE] 3100FNDLBS Developing Skills for Business Approved 2022.02 - 20 credit points	
[MODULE] 3101FNDLBS Understanding Business Organisations and Operations Approved 2022.03 - 20 credit points	
[MODULE] 3102FNDLBS Essentials of Management Approved 2022.01 - 20 credit points	
[MODULE] 3103FNDLBS Introduction to Marketing and PR Communications Approved 2022.01 - 20 credit points	
[MODULE] 3104FNDLBS Data Analysis Techniques for Business Approved 2022.01 - 20 credit points	
[MODULE] 3105FNDLBS Programme Case Study Approved 2022.01 - 20 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] 6110LBHR Developing Organisational Change Approved 2022.01 - 20 credit points	
[MODULE] 6120LBHR Contemporary Employment Relations Approved 2022.01 - 20 credit points	
[MODULE] 6130LBHR Equality, Diversity, Inclusion and Belonging Approved 2022.01 - 20 credit points	
[MODULE] 6140LBHR Conflict management – Legal Framework Approved 2022.01 - 20 credit points	
[MODULE] 6150LBHR Developing HR Strategy and Culture Approved 2022.01 - 20 credit points	
[MODULE] 6160LBHR 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 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
Irish awards	<p>Irish Leaving Certificate: Acceptable on its own and combined with other qualifications</p> <p>Grades / subjects required: 104 UCAS Tariff points with a maximum 20 UCAS Tariff points from Ordinary Level</p>
A levels	<p>Minimum number of A Levels required: 2</p> <p>Is general studies acceptable? Yes</p> <p>Average A Level offer: DDD</p> <p>Are AS level awards acceptable? Acceptable only when combined with other qualifications</p> <p>Maximum AS Level points accepted: 20</p>
Welsh awards	<p>Welsh Baccalaureate: Acceptable only when combined with other qualifications</p>

T levels	T Level requirements: 72 UCAS points in a related subject
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>
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 between 8 and 16 UCAS points. This applies if you are a student who has experience of living in local authority care or if you have participated in one of LJMU's sustained outreach programmes such as a summer university. Please contact course enquiries for further details.
UCAS points	72
Access awards	<p>Access to Higher Education Diploma acceptability: Acceptable on its own and combined with other qualifications</p> <p>Further information: At least 24 Merits and 21 Passes, or any other combination that equates to 72 UCAS Tariff points in a relevant subject</p>
International Baccalaureate	<p>International Baccalaureate: Acceptable on its own and combined with other qualifications</p> <p>Additional information: 24 IB Diploma Points</p>
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>

