Overview

Programme Code	46691
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	
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 (Fnd) - BAHF	See Learning Outcomes Below
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. 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 (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	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

Alternate Award Names	

External Benchmarks

Subject Benchmark Statement	UG-Business and Management (2019)

Programme Offering(s)

Mode of Study, Mode of Delivery	Intake Month	Teaching Institution	Programme Length
Part-Time, Face to Face	April	Oryx Universal College WLL	6 Years

| Part-Time, Face to Face | January | Oryx Universal College WLL | 6 Years |
| Part-Time, Face to Face | September | Oryx Universal College WLL | 6 Years |

Aims and Outcomes

Educational Aims of the Programme

The BA (Hons) Human Resource Management with Foundation 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 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 gained the necessary entrepreneurial qualities and skills, including working in digital contexts. To encourage students to engage with the development of employability skills by completing a self-awareness statement.

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

Programme Structure

Programme Structure Description

The programme is studied over 6 years part time.
Year 1, Semester 1
4702ORYXHR Academic and Business Skills (20 credits)
4703ORYXHR Introduction to HR (20 credits)
Year 1, Semester 2
4701ORYXHR Organisational Behaviour (20 credits)

Year 2, Semester 1
4706ORYXHR Management Practice (20 credits)
4704ORYXHR Social, Political, Economic and Legal Context of HR (20 credits)
Year 2, Semester 2
4705ORYXHR HR PRACTITIONER SKILLS (20 credits)

Year 3, Semester 1
5701ORYXHR LEADERSHIP AND MANAGEMENT (20 credits)
5702ORYXHR HR Professional Practice (20 credits)
Year 3, Semester 2
5703ORYXHR Employability (20 credits)

Year 4, Semester 1
5706ORYXHR Advanced Selection Practice (20 credits)
5704ORYXHR Development, Coaching and Performance (20 credits)
Year 4, Semester 2
5705ORYXHR Introduction to Research Methods (20 credits)

Year 5, Semester 1
6701ORYXHR Strategic HR (20 credits)
6702ORYXHR EQUALITY, DIVERSITY AND INCLUSION (20 credits)
Year 5, Semester 2
6704ORYXHR Employment Relations and Legal Framework (20 credits)

Year 6, Semester 1
6705ORYXHR Organisational Development & Change Management (20 credits)
6703ORYXHR International HRM and HRD (20 credits)
6707ORYXHR Consultancy (20 credits)
Year 6, Semester 2
6706ORYXHR Dissertation and Impact Report (20 credits)

Programme Structure - 480 credit points	
Level 3 - 120 credit points	
Level 3 Core - 120 credit points	CORE
[MODULE] 3700ORYXHR Academic English Skills (AES) Approved 2022.01 - 40 credit points	
[MODULE] 3701ORYXHR Economics Approved 2022.01 - 20 credit points	
[MODULE] 3702ORYXHR Introduction to Business Approved 2022.01 - 20 credit points	

[MODULE] 3703ORYXHR Project Study Approved 2022.01 - 20 credit points	
[MODULE] 3704ORYXHR Foundation Mathematics for Business Approved 2022.01 - 20 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 portfolios, presentations, research case-study, poster campaigns, on-line reflection, tests, essays, reports and examinations.

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. All 41 skills will be taught, practised and assessed via core modules within 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 and Preparation for Work 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. Assessment for Preparation for Work includes reflective learning logs.
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 action learning sets and supervision and written up as a 9,000 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 will be encouraged to undertake paid and voluntary opportunities to develop the employer assessed behaviours linked to the Intermediate Standards. 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
Other international requirements	International applications will be considered in line with UK qualifications. Any Applicant whose first language is not English will be required to have IELTS 5.0 (minimum 4.5 in each component) or recognized equivalent.

Assessment required	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.
NVQ	Exemptions may apply - decisions on an individual basis on discussion with the programme team
Access awards	At least 24 Merits and 21 Passes or any other combination which equates to 72 UCAS Tariff points in a relevant subject.
BTECs	72 UCAS Tariff points
International Baccalaureate	24 IB Diploma points
Specific country requirements	Scottish Higher 72 UCAS points to include Advanced Higher
Irish awards	72 UCAS tariff points with a maximum 20 UCAS Tariff points from Ordinary Level
A levels	72 UCAS tariff points from a minimum of 2 A Levels. Maximum of 20 AS points accepted.

Alternative qualifications considered	Prior to starting the programme applicants must have obtained grade 4 or grade C or above in English Language and Mathematics GCSE or an approved alternative qualification:
	• Key Skills Level 2 in English/ Maths
	• NVQ Level 2 Functional skills in Maths and English Writing and or Reading
	• Skills for Life Level 2 in Numeracy/English
	• Higher Diploma in Maths/ English
	•Functional skills Level 2 in Maths/ English
	• Northern Ireland Essential Skills Level 2 in communication or Application of Number
	• Wales Essential Skills Level 2 in Communication or Application of Number
	• 60% or above in the Qatari High School exam (year 12) or equivalent as certified by the Ministry of Education and Higher Education of Qatar.

Extra Entry Requirements