Course Specification

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Produced By:	Oliver Jones
Status:	Validated

Core Information

Awarding Body / Institution:	University of Wolverhampton		
School / Institute:	Wolverhampton Business School		
Course Code(s):	HR014T01UV HR014T31UV	Full-time Part-time	4 Years 8 Years
UCAS Code:	N601		
Course Title:	BA (Hons) Human Resource Management with Foundation Year		
Hierarchy of Awards:	Bachelor of Arts with Honours Human Resource Management Bachelor of Arts Human Resource Management Diploma of Higher Education Human Resource Management Certificate of Higher Education Human Resource Management Foundation and Preparatory Studies Human Resource Management University Statement of Credit University Statement of Credit		
Language of Study:	English		
Date of DAG approval:			
Last Review:	2020/1		
Course Specification valid from:			
Course Specification valid to:	2026/7		

Academic Staff

Course Leader:	Mr Kevin Willmore
Head of Department:	Dr Janet Firth

Course Information

Location of Delivery:	University of Wolverhampton
Category of Partnership:	Not delivered in partnership
Teaching Institution:	University of Wolverhampton
Open / Closed Course:	This course is open to all suitably qualified candidates.

Entry Requirements:

Entry requirements are subject to regular review. The entry requirements applicable to a particular academic year will be published on the University website (and externally as appropriate e.g. UCAS

Distinctive Features of the Course:

Human Resource Management is at the heart of every business no atter what its size or industry. This innovative and interactive curse is industry focussed and practice-based, equipping you with the agile, critical thinking skills which are vital for success in modern organisations.

The key themes of strategic people management are studied in a range of modules throughout the programme, and the programme also provides an appreciation and understanding of the general business environment. During the course you will explore contemporary human resource management issues, theories, and concepts in-depth, including developing analytical and evaluation skills that can be applied to real-world situations. People management is a key force for successful economic growth, and, on this course, you will develop knowledge and understanding of a range of management and leadership practices, as well as the ability to apply them effectively in an innovative manner.

The course is based around four core pillars of digital business, sustainable business, innovative business and responsible business and students will explore functional aspects of people management through these themes giving them an immersive experience which will result in a thorough understanding of the challenges and opportunities faced by organisations in the 21st century.

On successful completion of this course, you are also eligible for CIPD Associate Membership.

Educational Aims of the Course:

The Human Resource Management programme is designed for students who want to embark on a focussed study of Human Resource Management to develop analysis and evaluation skills that can be applied to real-world situations. Four pillars underpin this programme: innovation and enterprise, sustainability, responsibility and digital. You will explore the functional areas of People Management, Human Resource Development, Management and Leadership, International HR, Strategic People Management, Role of the HR in Transforming Organisations, and Entrepreneurship and the focus on human resources as a key driver of successful economic growth is at the heart of this programme allowing you to develop knowledge and understanding of a range of human resource, management and business practices and the ability to apply them effectively in an entrepreneurial and innovative manner.

Independent and transferable personal development skills are vital and you will have the opportunity to develop them through interactive learning activities and self-reflection to enable them to develop the professional skills required in the workplace. You will acquire core business skills through case studies, online activities and live projects, through interactions with human resources professionals and business speakers and through reflecting on your own practice.

The course aims to supply future managers and professionals to various business and management sectors as well as to provide key knowledge, skills and attributes that are vital to modern organisations. Potential graduate careers focus on the ‘People Profession’ (Human Resource Management), business strategy and

operations, business management and start-up, business analytics, digital business and information management.

Intakes:

September
January

Major Source of Funding:

Office for Students (OFS)

Tuition Fees:

Tuition fees are reviewed on an annual basis. The fees applicable to a particular academic year will be published on the University website.

Year	Status	Mode	Amount
2020/1	H	Full Time / Sandwich	£9250.00
2020/1	Overseas	Full Time / Sandwich	£12250.00
2020/1	H	Part Time	£3050.00
2020/1	Overseas	Part Time	£6125.00
2021/2	H	Full Time / Sandwich	£9250.00
2021/2	Overseas	Full Time / Sandwich	£12950.00
2021/2	H	Part Time	£3100.00
2021/2	Overseas	Part Time	£6475.00

PSRB:

HR014T01UV (Full-time)

Professional Accreditation Body:
Chartered Institute of Personnel and Development (CIPD)

Accrediting Body:
Chartered Institute of Personnel and Development (CIPD)

Accreditation Statement:
Accredited by the Chartered Institute of Personnel and Development (CIPD).

Approved	Start	Expected End	Renewal
02/Jul/2021	02/Jul/2021		02/Jul/2026

Course Structure:

January (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 1

Module	Title	Credits	Period	Type
3GK012	Preparing for Success at University	40	SEM2	Core
3BU002	21st Century Management	20	SEM2	Core
3BU003	Principles of Business	20	SEM1	Core
3GK013	Project-Based Learning	40	SEM1	Core

January (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 2

Module	Title	Credits	Period	Type
4BU017	The Digital Business	30	SEM2	Core
4HR019	The Inclusive Business	30	SEM2	Core
4BU015	The Responsible Business	30	SEM1	Core
4HR020	Developing People Practitioner Skills	30	SEM1	Core

January (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 3

Module	Title	Credits	Period	Type
5HR009	The International HR Professional	30	SEM2	Core
5HR010	Analysing People Development in Organisations	30	SEM2	Core
5HR011	Theory and Practice of People Management	30	SEM1	Core
5MG001	The Professional Manager and Leadership	30	SEM1	Core

January (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 4

Module	Title	Credits	Period	Type
6BU020	The Professional Project	30	SEM2	Core
6HR009	Transition into the HR Profession	30	SEM2	Core

6HR010	Strategic People Management	30	SEM1	Core
6HR008	People Profession - Transforming Organisations	30	SEM1	Core

September (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 1

Module	Title	Credits	Period	Type
3BU003	Principles of Business	20	SEM1	Core
3GK012	Preparing for Success at University	40	SEM1	Core
3GK013	Project-Based Learning	40	SEM2	Core
3BU002	21st Century Management	20	SEM2	Core

September (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 2

Module	Title	Credits	Period	Type
4BU015	The Responsible Business	30	SEM1	Core
4HR020	Developing People Practitioner Skills	30	SEM1	Core
4BU017	The Digital Business	30	SEM2	Core
4HR019	The Inclusive Business	30	SEM2	Core

September (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 3

Module	Title	Credits	Period	Type
5HR011	Theory and Practice of People Management	30	SEM1	Core
5MG001	The Professional Manager and Leadership	30	SEM1	Core
5HR009	The International HR Professional	30	SEM2	Core
5HR010	Analysing People Development in Organisations	30	SEM2	Core

September (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Year 4

Module	Title	Credits	Period	Type
6HR010	Strategic People Management	30	SEM1	Core
6HR008	People Profession - Transforming Organisations	30	SEM1	Core
6BU020	The Professional Project	30	SEM2	Core
6HR009	Transition into the HR Profession	30	SEM2	Core

Please note: Optional modules might not run every year, the course team will decide on an annual basis which options will be running, based on student demand and academic factors, to create the best learning experience.

Learning, Teaching and Assessment

Academic Regulations Exemption:

None

Reference Points:

UK Quality Code for Higher Education

Qualifications and Credit Frameworks

Subject Benchmark Statements

University Policies and Regulations

Equality Act (2010)

CIPD Professional Standards

Learning Outcomes:

Foundation Year Course Learning Outcome 1 (UCCLO1)

Can articulate your understanding of a range of facts and theories relating to the subjects studied.

Foundation Year Course Learning Outcome 2 (UCCLO2)

Can complete tasks and address problems that, while well-defined, may be complex and non-routine.

Foundation Year Course Learning Outcome 3 (UCCLO3)

Can interpret and evaluate relevant information and ideas.

Foundation Year Course Learning Outcome 4 (UCCLO4)

Can describe key academic skills and conventions, appropriate to the level of study, and apply them to your work.

CertHE Course Learning Outcome 1 (CHECLO1)

Demonstrate knowledge of the underlying concepts and principles associated with your area(s) of study, and an ability to evaluate and interpret these within the context of that area of study

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CertHE Course Learning Outcome 2 (CHECLO2)

Demonstrate an ability to present, evaluate and interpret qualitative and quantitative data, in order to develop lines of argument and make sound judgements in accordance with basic theories and concepts of your subject(s) of study.

CertHE Course Learning Outcome 3 (CHECLO3)

Evaluate the appropriateness of different approaches to solving problems related to your area(s) of study and/or work

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CertHE Course Learning Outcome 4 (CHECLO4)

Communicate the results of your study/work accurately and reliably, and with structured and coherent arguments

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CertHE Course Learning Outcome 5 (CHECLO5)

Demonstrate the qualities and transferable skills necessary for employment requiring the exercise of some personal responsibility

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DipHE Course Learning Outcome 1 (DHECLO1)

Demonstrate knowledge and critical understanding of the well-established principles of your area(s) of study, and of the way in which those principles have developed with an understanding of the limits of your knowledge, and how this influences analyses and interpretations based on that knowledge.

DipHE Course Learning Outcome 2 (DHECLO2)

Demonstrate the ability to apply underlying concepts and principles outside the context in which they were first studied, including, where appropriate, the application of those principles in an employment context

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DipHE Course Learning Outcome 3 (DHECLO3)

Demonstrate knowledge of the main methods of enquiry in the subject(s) relevant to the named award, and

ability to evaluate critically the appropriateness of different approaches to solving problems in the field of study

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DipHE Course Learning Outcome 4 (DHECLO4)

Use a range of established techniques to initiate and undertake critical analysis of information, and to propose solutions to problems arising from that analysis

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DipHE Course Learning Outcome 5 (DHECLO5)

Effectively communicate information, arguments and analysis in a variety of forms to specialist and non-specialist audiences, and deploy key techniques of the discipline effectively

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DipHE Course Learning Outcome 6 (DHECLO6)

Demonstrate the qualities and transferable skills necessary for employment, requiring the exercise of personal responsibility and decision-making and undertake further training, developing existing skills and acquire new competences that will enable them to assume significant responsibility within organisations.

Ordinary Degree Course Learning Outcome 1 (ORDCLO1)

Develop and apply research, writing, numerical, digital and personal skills within a HR business context

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Ordinary Degree Course Learning Outcome 2 (ORDCLO2)

Critically appraise relevant knowledge and understanding of organisations, the HR external environment in which they operate and management theory when assessing and solving problems in different HR business scenarios.

Ordinary Degree Course Learning Outcome 3 (ORDCLO3)

Apply relevant transferable skills to a career in a HR business context (for example, leading people, HR practical skills, communication, working in teams, research and appropriate technologies and critically reflect on the effectiveness of their own skills and knowledge in such application.

Ordinary Degree Course Learning Outcome 4 (ORDCLO4)

Examine contemporary and strategic issues through the application of relevant analytical concepts, models and theories in HR

Ordinary Degree Course Learning Outcome 5 (ORDCLO5)

Evaluate and demonstrate an informed understanding of ethical responsibilities contributing to their professional values and their role in organisations and society in the 21st century.

Honours Degree Course Learning Outcome 1 (DEGCLO1)

Develop and apply research, writing, numerical, digital and personal skills within a HR business context

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Honours Degree Course Learning Outcome 2 (DEGCLO2)

Critically appraise relevant knowledge and understanding of organisations, the HR external environment in which they operate and management theory when assessing and solving problems in different HR business scenarios.

Honours Degree Course Learning Outcome 3 (DEGCLO3)

Apply relevant transferable skills to a career in a HR business context (for example, leading people, HR practical skills, communication, working in teams, research and appropriate technologies and critically reflect on the effectiveness of their own skills and knowledge in such application.

Honours Degree Course Learning Outcome 4 (DEGCLO4)

Examine contemporary and strategic issues through the application of relevant analytical concepts, models and theories in HR

Honours Degree Course Learning Outcome 5 (DEGCLO5)

Evaluate and demonstrate an informed understanding of ethical responsibilities contributing to their professional values and their role in organisations and society in the 21st century.

Honours Degree Course Learning Outcome 6 (DEGCLO6)

Develop skills of independent learning, analysis, synthesis and critical thinking through the application of business and management concepts and principles and the related underpinning theories appropriate to a wide range of business organisations and situations.

Overview of Assessment:

Module	Title	Course Learning Outcomes
3BU002	21st Century Management	UCCLO1, UCCLO2, UCCLO3, UCCLO4
3BU003	Principles of Business	UCCLO1, UCCLO2, UCCLO3, UCCLO4
3GK012	Preparing for Success at University	UCCLO1, UCCLO2, UCCLO3, UCCLO4
3GK013	Project-Based Learning	UCCLO1, UCCLO2, UCCLO3, UCCLO4
4BU015	The Responsible Business	CHECLO1, CHECLO2, CHECLO3, CHECLO4, CHECLO5
4HR017	Diversity Management in a Global Context	CHECLO1, CHECLO2, CHECLO3, CHECLO4, CHECLO5
4HR019	The Inclusive Business	CHECLO1, CHECLO2, CHECLO3, CHECLO4, CHECLO5
4HR020	Developing People Practitioner Skills	CHECLO1, CHECLO2, CHECLO3, CHECLO4, CHECLO5
5HR009	The International HR Professional	DHECLO1, DHECLO2, DHECLO3, DHECLO4, DHECLO5, DHECLO6
5HR010	Analysing People Development in Organisations	DHECLO1, DHECLO2, DHECLO3, DHECLO4, DHECLO5, DHECLO6
5HR011	Theory and Practice of People Management	DHECLO1, DHECLO2, DHECLO3, DHECLO4, DHECLO5, DHECLO6
5MG001	The Professional Manager and Leadership	DHECLO1, DHECLO2, DHECLO3, DHECLO4, DHECLO5, DHECLO6
6BU020	The Professional Project	DEGCLO1, DEGCLO2, DEGCLO3, DEGCLO4, DEGCLO5, DEGCLO6
6HR008	People Profession - Transforming Organisations	DEGCLO1, DEGCLO2, DEGCLO3, DEGCLO4, DEGCLO5, DEGCLO6, ORDCLO1, ORDCLO2, ORDCLO3, ORDCLO4, ORDCLO5
6HR009	Transition into the HR Profession	DEGCLO1, DEGCLO2, DEGCLO3, DEGCLO4, DEGCLO5, DEGCLO6, ORDCLO1, ORDCLO2, ORDCLO3, ORDCLO4, ORDCLO5
6HR010	Strategic People Management	DEGCLO1, DEGCLO2, DEGCLO3, DEGCLO4, DEGCLO5, DEGCLO6, ORDCLO1, ORDCLO2, ORDCLO3, ORDCLO4, ORDCLO5

Teaching, Learning and Assessment:

This is a blended learning course with supportive and structured learning activities on Canvas supported by weekly in-class activities.

The online materials and face-to-face components of the module are integrated into a complimentary learning experience, which is both engaging and relevant, and resources are also accessible online. You are provided with a road map for studying each module in the form of a Homepage on Canvas. Each Canvas Homepage sets expectations and includes an orientation to help you understand how to successfully navigate the different online components of the module and prepare for the face-to-face meetings.

The structure of each Canvas topic follows a standard Business School layout to ensure consistency and familiarity for students and to help you navigate the different modules you will be studying. The Canvas Pages are used to present learning inputs and related activities with a narrative flow; content is structured into bite-sized inputs and activities of no more than 10-15 minutes, inclusive of any Panopto recorded slides. Each module Canvas page features a balance between interactive activities and short lecture inputs.

Regular opportunities are built in for formative feedback in-class and online. For summative assessments on modules with more than one tutor a marking rubric is used to ensure consistency and you will receive summative feedback via Canvas within four working weeks of submission. Your feedback may be written, oral or audio-visual in nature.

Blended learning lends itself to enquiry-based learning – this puts less emphasis on the lecture method of

teaching and more on empowering you to solve problems, evaluate situations, research topics or apply principles, which is more appropriate to business education. Face-to-face sessions are delivered in workshop mode with a set of task-based activities, which draw on the online content, and enable you to practically and critically explore the topic individually and in small groups.

Opportunities are built in for you to collaborate in peer-to-peer learning activities. This could include things such as small groups using a flipped learning approach, small group case study analysis, student-led assessment unpacking, group discussions, student-led seminars and problem-based learning.

Within taught sessions and in the Blended Learning on Canvas there will be:

- Weekly in-class activities
- Bite size activities all 10-15 minutes
- Feedback on Assignments will be provided within four working weeks - in line with University policy.

The workshop and activity-based approach to learning enables multiple opportunities for formative feedback and self-diagnosis and testing to be built into the core content for each module, and there will be regular opportunities for you to engage in small group and one-to-one tutorials.

Inclusivity

The modules are developed with Universal Design in mind, and to meet all accessibility standards. For instance, downloadable transcripts will be provided for all the videos – these may be created by Panopto and then edited into a useable text or may be scripted by the author in advance of the recording. We will also ensure that there are adequate descriptions provided all of graphs, charts, images etc used in PowerPoint slides included in the transcripts. There will also be alternative text for all graphics used in page, and we will ensure that all documents, PDFs etc are formatted to best be used by screen readers.

Assessment Methods:

At the University of Wolverhampton, a variety of modes of assessment will be used to support and test your learning and progress and to help you develop capabilities that are valued beyond your University studies and into your working life. Your course may include a variety of assessment activities:

Written examinations (including online examinations, open and closed book examinations and quizzes)
Coursework (for example, essays, reports, portfolios, project proposals and briefs, CVs, poster presentation)
Practical (for example, oral and video presentations, laboratory work, performances, practical skills assessment)

In the final year of your undergraduate degree, and at the end of your postgraduate degree, you are likely to be expected to write an extended piece of work or research, such as a dissertation or a practice-based piece of research.

Student Support:

General University support:

The University Library is the key source of academic information for students. The Library provides physical library resources (books, journal, DVDs etc.) and offers a range of study areas to allow you to study in the environment that suits you best: Social areas, quiet and silent areas. The Library also provides access to wide range of online information sources, including eBooks, e-Journals and subject databases.

The Library also provides students with academic skills support via the Skills for Learning programme. While on campus you can attend workshops or ask for one-to-one help on a range of skills such as academic writing and referencing. You can also access a range of online skills material at: www.wlv.ac.uk/lib/skills

The University Student Support website offers advice on a variety of matters (careers, counselling, student union advice, etc.) Students can also access these services by booking appointment with the SU, careers, counselling services, etc.

Course Specific Support

At Level 4 you will be allocated an Academic Coach to help you to settle in to University and make the most of your first year of study. For Level 5 and above, a personal tutor is allocated to you and they will maintain regular communication (virtual and/or face-to-face) with you to support you as you progress. Should you encounter any difficulties, follow-up meetings are arranged to ensure that you make satisfactory progress or are not at risk of withdrawal. Personal tutors can assist you in your personal and academic development, planning and progression, as well as offering you advice and guidance to help you liaise with other staff and support facilities in your school and the University, including study skills support.

The course leader will monitor the academic and experiential quality of the course through Award Boards, focus groups and other channels. The course leader also supports and directs you proactively on the course, both collectively and individually, and responds to enquiries with regard to your academic programme of study.

The Faculty Enabling Tutor liaises with Student Support and Wellbeing (SSW) regarding provision for specific disabled students & disseminates information from Student Support and Wellbeing on the needs of specific disabled students. The Faculty Enabling Tutors also monitor requests for, and provision of, specific examination and assessment arrangements, publicise 'surgery' arrangements and make available time to meet with individual disabled students to enable them to discuss their own school-specific disability issues where necessary. The tutor takes a pro-active role in monitoring the welfare and academic progress of disabled students within the school.

Where applicable, in-class semester assessments are arranged by the module tutor. The module tutor will, where appropriate, ensure that any arrangements made for students requiring special consideration will be checked by University Student Support and Wellbeing to ensure fairness and equality, and that the provisions of the University Equal Opportunities policy are met. These arrangements will apply to those students who have identified special learning requirements.

Employability in the Curriculum:

Transferable skills and employability are at the heart of this practice-focused human resource management programme. Students will engage in live projects, and problem-based learning, applying human resources concepts to a wide range of diverse work environments. Case studies drawn from a diverse and international range of businesses will aid understanding of the business context, while live projects will enable students to work first-hand with the HR challenges of a business.

Critical HR skills are embedded in the programme from the beginning and students will engage in a number of activities aimed at developing the personal and professional skills required in modern organisations.

You will be encouraged to reflect on the abilities and skills you have acquired and to consider them in the context of a business. In your final year, you also have the opportunity to be mentored by a company director in our hugely successful Institute of Directors Mentoring Scheme.