BA (Hons) Human Resource Management

Link up

... help people thrive in today’s organisations
Did you know?

• Human Resource Management lecturing staff are regularly nominated by students for the Students’ Union’s RATE awards for excellence in teaching. Staff come from various academic and employment backgrounds, bringing a rich variety of perspectives to their teaching.

• Staff research interests include: employee ownership, employers use of social networking sites in the workplace and employability and skills. They research in cutting edge industries such as banking and software. Their research is published in leading journals and contributes to prestigious edited books and textbooks.

Why study Human Resource Management?

Human Resource Management (HRM) deals with the management of an organisation’s workforce.

Organisational success depends upon developing appropriate methods of: recruitment and selection; motivation; reward; training and development; grievance and discipline; performance management and career progression.

HRM also attempts to increase the organisation’s ability to adapt within its environment through broadening the skills of the workforce. As such, HR specialists also need to have a good understanding of the labour market and their organisation’s wider social, economic and political environments. The course has a focus that goes beyond traditional businesses to include the public and non-profit sectors, community and employee-owned organisations.

The course

The degree provides students with the essential critical thinking and analytical skills needed to manage and thrive in today’s organisations.

Students are encouraged to examine organisational policies as well as claims made about employment and the labour market more widely. As such HR ‘best practice’ is questioned throughout the degree.

There are a number of HRM modules that cover specialised elements of the management of people and the employment relationship.

These modules consider both the employee and management viewpoint and also consider the wider social, political and economic environment of work and employment.

Specific modules and examples of content include:

• Contemporary Employment Relations: (typically taken in Year 3) which considers the role of government, employers and collective institutions in regulating the employment relationship.

• Strategic Human Resource Management: introduces students to the concepts and practice of HRM as distinct from personnel management, and the environmental and organisational contexts of its application.

• Learning and Development: provides students with due specialist knowledge and skills to manage the learning and training of individuals within the workplace to contribute to workers’ development and organisational success.
Preparation for work

During the degree, students can participate in a personal and professional development module with a focus on developing key skills that employers are looking for, as well as helping students prepare for, and make the effective transition into the workplace.

Students are taught using a variety of methods such as lectures, seminars and interactive lecture/group discussion sessions. They are actively encouraged to improve their communication skills through discussing case studies in small groups during seminars.

On the Learning and Development module, students work in small groups to develop their own learning/training intervention from workplace scenarios. This assessment develops students’ ability to put their learning into practice.

Why choose Stirling?

Stirling Management School is committed to a research-led approach in all its activities. This was recognised in the 2014 Research Excellence Framework (REF), with 64 percent of our research outputs classified as world-leading and internationally excellent. The School was placed in the UK’s top 25 institutions for Business and Management.

Will I get a job when I graduate?

Stirling is 1st in Scotland and 3rd in the UK for graduate employability. 97 per cent of students go on to work and/or further study within six months of graduating. (www.unistats.direct.gov.uk).

Our alumni are currently working with the following companies: IBM, Guinness, BBC, Aviva UK, BAE Systems, M&S, NHS, as well as both local and central government agencies.

Typical graduate HR positions include: HR Administrator/Recruitment Consultant/Resource Assistant.

As our alumni have progressed through their careers, they have held positions such as: Strategy and Performance Advisor/HR Policy Developer/HR Director/Remuneration and Benefits consultant.

An HR degree can also provide you with a foundation upon which to build a career in a non-HR area. Some of our alumni are currently working as Policy Officers, Business Studies Teachers, Consultants and Business Development Managers.

UCAS code: N600

Minimum requirements

Year 1 entry -
Four-year Honours

SQA Higher:
ABBB – one sitting
AABB – two sittings
GCE A-level: BBB
IB Diploma: 32
BTEC (Level 3): DDM

Year 2 entry -
Three-year Honours degree

SQA Adv. Higher: ABB
GCE A-level: ABB
IB Diploma: 35

Other qualifications

Scottish HNC/HND
Minimum entry: Bs in graded units.
Advanced entry: Please visit: http://stir.ac.uk/ay.
Access courses and other UK/EU and international qualifications are also welcomed.

Additional information

General entry requirements apply. Please visit: http://stir.ac.uk/av
What our alumni say

“Stirling’s Human Resource Management degree provided me with a solid understanding of all the key aspects relevant to the HR profession. Without this degree, starting life in corporate HR would have been much more difficult. I believe my degree also made me stand out against other applicants who applied for the same role, giving me a competitive advantage in the selection process.

Stacey McGill: HR Advisor, ASOS.com

Typical timetable

<table>
<thead>
<tr>
<th>Year</th>
<th>Semester</th>
<th>Subject 1</th>
<th>Subject 2</th>
<th>Subject 3</th>
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<tr>
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<td>1</td>
<td>The Global Business Environment: An Introduction (Core)</td>
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<td>The Management Challenge: An Introduction (Core)</td>
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<td>3</td>
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<td>Any Module (a)</td>
<td>Any Module</td>
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<td>Work, Employment and Society (Core)</td>
<td>Any Module (b)</td>
<td>Any Module</td>
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<td>Contemporary Employment Relations (Core)</td>
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<td>6</td>
<td>Contemporary Issues in HRM (Core)</td>
<td>Learning and Development (Core)</td>
<td>Any module from the Management School options</td>
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<td>7</td>
<td>Strategic HRM (Core)</td>
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<td>Dissertation (c) (Core)</td>
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<td></td>
<td>8</td>
<td>Any module from the Management School options</td>
<td>Dissertation (Core)</td>
<td></td>
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</tbody>
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a  A&F for Manager (ACCU9M1) strongly recommended
b  Introductory Economics (ECNU115) strongly recommended.
c  Continued in semester 8.

Contact details

Dr Anastasios Hadjisolomou
University of Stirling Management School
T: +44 (0) 1786 468207
E: manworkorg@stir.ac.uk
W: http://stir.ac.uk/management

http://stir.ac.uk/4f

Student Recruitment and Admissions
T: +44 (0) 1786 467046
E: recruitment@stir.ac.uk

Visit us
http://stir.ac.uk/65

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