HUMAN RESOURCE MANAGEMENT
BA (Hons)

ARE YOU STIRLING?
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.

COURSE DETAILS

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.

Semesters 4-8 cover advanced modules in The Organisation of Behaviour, International Business, Entrepreneurship, Responsible Business and Strategic Management from a list of elective modules in each semester.

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

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.

REASONS TO CHOOSE THIS COURSE

1 FLEXIBLE STUDY OPTIONS

The opportunity to specialise in HRM, or combine with a related subject such as Business Studies, Law or Psychology in order to open up a range of potential career options.

2 EXPERT TEACHING TEAM

Access to teaching staff who are experts in their field, ensuring your curriculum provides an essential balance of contemporary subject knowledge with key transferable applied social science skills that support the gathering and analysis of evidence and data.

3 TRANSFERABLE SKILLS EMPLOYERS WANT

The flexibility of our course structure, combined with a focus on personal and professional development, is designed to help students achieve their career ambitions.

96% OF OUR UNDERGRADUATE LEAVERS ARE IN EMPLOYMENT OR FURTHER STUDY WITHIN SIX MONTHS OF GRADUATING (HESA 2017)

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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:

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• 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.
“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

CAREER OPPORTUNITIES

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.

Our alumni are currently working with the following companies: IBM, Guinness, BBC, Aviva UK, M&S, NHS, as well as both local and central government agencies. 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.
### 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>
<td>1</td>
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<td>The Global Business Environment: An Introduction (Core)</td>
<td>Any Module</td>
<td>Any Module</td>
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<td>2</td>
<td>The Management Challenge: An Introduction (Core)</td>
<td>Any Module</td>
<td>Any Module</td>
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<td>3</td>
<td>Fundamentals of HRM (Core)</td>
<td>Any Module (a)</td>
<td>Any Module</td>
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<td></td>
<td>4</td>
<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>
<td>Any module from the Management School options</td>
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<td>Learning and Development (Core)</td>
<td>Any module from the Management School options</td>
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<td>Strategic HRM (Core)</td>
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<td>Dissertation (c) (Core)</td>
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<td>Dissertation (Core)</td>
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### COMPULSORY MODULES

- The Global Business Environment: An Introduction
- The Management Challenge: An Introduction
- Fundamentals of Human Resource Management
- Work, Employment and Society
- Human Resource Management Techniques
- Contemporary Employment Relations
- Contemporary Issues in Human Resource Management
- Learning and Development
- Strategic Human Resource Management
- Dissertation

### OPTIONAL MODULES

- Semester 1: Select 40 credits from list
- Semester 2: Select 40 credits from list
- Semester 3: Select 40 credits from list
- Semester 4: Select 20 credits from any level 9 list; Select 20 credits from any semester 4 list
- Semester 5: Select 20 credits from Management School honours options list
- Semester 6: Select 20 credits from Management School honours options list
- Semester 7: Select 20 credits from Management School honours options list
- Semester 8: Select 20 credits from Year 4 Management School Options list

### CONTACT

**Dr Anastasios Hadjisalomou, Course Director**

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**ARE YOU STIRLING?**

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10/17