Programme Specification

Programme award and title: Bachelor of Arts in Human Resource Management

| SCQF Level: | 8-10 (all modules in semesters 5-8 for honours programme and 5-6 for ordinary degree at level 10) | SCQF Credit Value: | 484 (hons degree) 352 (ordinary degree) |

Educational aims of the programme:
Concise (e.g. a few sentences), general statement of aims and broad purposes of the programme

- a) The aims of the degree are to develop in students a critical understanding of the complexities of the management of the employment relationship. In educating students who may become tomorrow’s Human Resource Managers, there is an obvious responsibility to keep up to date with contemporary developments in both practice and research and to develop a critical understanding of how Human Resource Management is related to the aims of businesses and impacts upon individual employees and the wider society.

- b) To introduce students to the approach and methods of applied social science. Management education is a discipline in which our understanding has to be based on research and evidence. In this, it differs from the instant management books and the pronouncement of management 'gurus'.

- c) To be contemporary. Rapid changes in employment practices, markets, technology, and employment law mean that we cannot see the subject as a static body of knowledge but rather as a set of processes with differing manifestations and consequences.

Intended programme learning outcomes:
Outline (e.g. one or two paragraphs) of what the student will know, understand and be able to do as a result of their learning, expressed in the categories below. Please consider the contribution made to the student's personal development planning (PDP) and future employability.

Knowledge and understanding
- Critically evaluate contemporary employment practice
- Understand the origins of current practices and identify appropriate and effective practice in the future.
- Apply social scientific methods to the gathering and assessment of evidence (e.g. labour market data, organisational data).

Subject-specific skills and other attributes
- Inclusion of practically applicable employment law content.
- Practical skills/‘transactional’ aspects of HRM/Employment Relations are covered such as disciplinary procedures and job analysis. Such skills are essential for employment across HRM roles.

Generic skills (e.g. information skills, communication skills, critical, analytical and problem solving abilities) and other attributes
- The ability to critically analyse data, information, policy and practice as discussed above.
- Information collection and assessment skills are honed throughout the programme through work on assessments and, ultimately, the dissertation.
- The ability to develop and present arguments logically in both written and verbal forms are developed through various assessment and teaching methods. Such skills are essential for practitioners in formulating and justifying HR decisions in the workplace.
- Teamworking and interpersonal skills are encouraged through seminar exercises and, in the development and delivery of a team ‘learning event’ on the module HRM9LD
- The dissertation commonly involves students conducting their own empirical research which is also a necessary skill within organisations in order to provide robust and systematic evidence of
organisational issues and the effectiveness of HR interventions.

- The programme also helps students to learn how to work independently and manage their own time.

### Learning, teaching and assessment strategies:
Outline (e.g. one or two paragraphs) on overall approach taken to develop and assess learning outcomes, including any distinctive features

- Teaching and learning methods are used that enable learners to achieve the above outcomes and demonstrate their achievement. Assignment and other feedback takes a formative role in this process.
- In semesters 1, 2 and 3 there is a common core of subjects shared with students following other undergraduate management school programmes in the areas of business, management science, tourism and marketing. Students take The Firm (MGT9A1), The Business Environment (MGT9A2) Business in the 21st Century (MGT9A3) as well as 5 or 6 modules in other subjects.
- Specialism in Human Resource Management begins in semester 4 with Introduction to HRM (HRM9R4), the complementary Business Studies module Managing Organizations (BUS924) and one option. A progressive series of modules then follow in semesters 5-7 - People Management (HRM9R5); Contemporary Personnel Policy (HRM9RA) and Human Resource Management (HRM9RB) - which move from policy and legal issues through to an advanced discussion of HRM as a 'strategic' form of management. All take a critical stance. The specialist modules taken in modules 5-7 - Employment Relations (HRM9RI); Learning and Development (HRM9LD) and Employee Ownership and Participation (HRM9RD) - cover specialist HRM modules in depth, from a critical perspective. Students then finish with the dissertation in semester 8, having taken the research methods module HRM9BR in semester 7. All modules named above are core for the single honours HRM degree, with sudents completing the rest of their honours credits (44) from management and marketing subjects for which they have the pre-requisites.
- Apart from the dissertation module, all HRM courses from semesters 4-7 are taught by a combination of lectures and seminars/group discussions/exercises. The main emphasis is upon developing knowledge and understanding of the specialist subject areas through seminar discussion, assessed written coursework and feedback and examination revision. Through these learning activities skills are develop in analysis, critical reasoning, work planning, self-management and presentation skills.

<table>
<thead>
<tr>
<th>Professional/statutory body accreditation or recognition:</th>
<th>N/A - the Chartered Institute of Personnel and Development (CIPD) does not currently accredit undergraduate programmes.</th>
</tr>
</thead>
</table>

### Further details:

- **Entry requirements:** [http://www.external.stir.ac.uk/postgrad/index.php](http://www.external.stir.ac.uk/postgrad/index.php)
- **Programme structure:** [http://www.calendar.stir.ac.uk/](http://www.calendar.stir.ac.uk/)
- **Relevant Subject Benchmark statement (if applicable):** [http://www.qaa.ac.uk/academicinfrastructure/benchmark/default.asp](http://www.qaa.ac.uk/academicinfrastructure/benchmark/default.asp)
- **Scottish Credit and Qualifications Framework:** [http://www.scqf.org.uk/the_framework.asp](http://www.scqf.org.uk/the_framework.asp)
- **Introduction/revision date:** August 2012