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.

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.

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 TRANSFERRABLE 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.

HUMAN RESOURCE MANAGEMENT, 1ST IN THE UK
(The National Student Survey 2019)
“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.

HUMAN RESOURCE
MANAGEMENT
stir.ac.uk/4f

MINIMUM REQUIREMENTS

YEAR 1 ENTRY – FOUR-YEAR HONOURS
SQA Highers:
AABB – by the end of S5
AABBB – by the end of S6
GCE A-levels:
BBB
IB Diploma:
32
BTEC (Level 3):
DDM

YEAR 2 ENTRY – THREE-YEAR HONOURS
SQA Adv Highers:
ABB
GCE A-levels:
ABB
IB Diploma:
35

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

ADDITIONAL INFORMATION
General entry requirements apply. Please visit: stir.ac.uk/av.

PART TIME, ADVANCED ENTRY AND STUDY ABROAD OPTIONS AVAILABLE

5 QS STARS
TEACHING EMPLOYABILITY INTERNATIONALISATION
2020

CIPD
Approved centre

CABS
Chartered Association of Business Schools
## Typical Timetable

<table>
<thead>
<tr>
<th>YEAR</th>
<th>SEMESTER</th>
<th>SUBJECT 1</th>
<th>SUBJECT 2</th>
<th>SUBJECT 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1</td>
<td>The Global Business Environment: An Introduction (Core)</td>
<td>Any Module</td>
<td>Any Module</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>The Management Challenge: An Introduction (Core)</td>
<td>Any Module</td>
<td>Any Module</td>
</tr>
<tr>
<td>2</td>
<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>HRM Techniques</td>
<td>Any Module (b)</td>
<td>20 credits from list</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Any Module 20 credits from Semester 4 list</td>
</tr>
<tr>
<td>3</td>
<td>5</td>
<td>Learning and Development</td>
<td>20 credit module from Management School honours options list</td>
<td>20 credit module from Management School honours options list</td>
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<tr>
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<td>6</td>
<td>Employment Law</td>
<td>Contemporary Employment Relations</td>
<td>20 credit module from Management School honours options list</td>
</tr>
<tr>
<td>4</td>
<td>7</td>
<td>Employee Engagement</td>
<td>Any 20 credit module from Management School honours options list</td>
<td>Dissertation (c) (Core)</td>
</tr>
<tr>
<td></td>
<td>8</td>
<td>40 credit module from Management School honours options list</td>
<td>Dissertation (Core)</td>
<td></td>
</tr>
</tbody>
</table>

### Compulsory Modules

The Global Business Environment: An Introduction; The Management Challenge: An Introduction; Fundamentals of Human Resource Management; Human Resource Management Techniques; Learning and Development; Contemporary Employment Relations; Employment Law; Employment Law; Employee Engagement; 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

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stir.ac.uk/65

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## Course Combinations

This course can be combined with:  
Business Studies (NN16); French (NRP1); Law (MN16); Marketing (NN65); Psychology (NC68); or Spanish (NR64)

## Are You Stirling?