



LEEDS  
BECKETT  
UNIVERSITY

# Course Specification

**BSc Human Resource  
Management and  
Business**

**Course Code: BHRMB**

**2021/22**

[leedsbeckett.ac.uk](https://leedsbeckett.ac.uk)

# ***BSc Human Resource Management and Business (BHRMB)***

## **Applicant Facing Course Specification for 2021/22 Undergraduate Entrants**

Confirmed 04/2021

### **General Information**

<b>Award</b>	Bachelor of Science with Honours Human Resource Management and Business
<b>Contained Awards</b>	Bachelor of Science Human Resource Management and Business Diploma of Higher Education Human Resource Management and Business Certificate of Higher Education Human Resource Management and Business
<b>Awarding Body</b>	Leeds Beckett University
<b>Level of Qualification &amp; Credits</b>	Level 6 of the Framework for Higher Education Qualifications, with 120 credit points at each of Levels 4, 5 and 6 of the UK Credit Framework for Higher Education (360 credits in total).
<b>Course Lengths &amp; Standard Timescales</b>	<p>Start dates will be notified to students via their offer letter. The length of the course is confirmed below and modes of delivery will be confirmed prior to the start date in line with Government guidance:</p> <p>The format is:</p> <ul style="list-style-type: none"><li>• 3 years (full time, campus based)</li><li>• 4 years (full time, campus-based, sandwich)</li><li>• 6 years (part time, campus-based)</li></ul>
<b>Part Time Study</b>	PT delivery is usually at half the intensity of the FT equivalent course, although there may be flexibility to increase your pace of study to shorten the overall course duration. Some modules may be delivered in a different sequence to that defined within this information set but the modules offered within each level are consistent. Please note that the work placement option is not generally available to PT students.
<b>Location(s) of Delivery</b>	City Campus, Leeds (in line with Government guidance)

## Entry Requirements

Admissions criteria are confirmed in your offer letter. Details of how the University recognises prior learning and supports credit transfer are located here:

[www.leedsbeckett.ac.uk/studenthub/recognition-of-prior-learning](http://www.leedsbeckett.ac.uk/studenthub/recognition-of-prior-learning).

Admissions enquiries may be directed to: [AdmissionsEnquiries@leedsbeckett.ac.uk](mailto:AdmissionsEnquiries@leedsbeckett.ac.uk).

## Course Fees

Course fees and any additional course costs are confirmed in your offer letter. Fees enquiries may be directed to [fees@leedsbeckett.ac.uk](mailto:fees@leedsbeckett.ac.uk).

## Timetable Information

Timetables will be made available to students during induction week via:

- i. The Student Outlook Calendar
- ii. The Student Portal (MyBeckett)
- iii. The Leeds Beckett app

Any difficulties relating to timetabled sessions may be discussed with your Course Administrator.

## Policies, Standards and Regulations ([www.leedsbeckett.ac.uk/academicregulations](http://www.leedsbeckett.ac.uk/academicregulations))

There are no additional or non-standard regulations which relate to your course

## Key Contacts

<b>Your Course Director</b>	Dr Ali Sajjadi
<b>Your Academic Advisor</b>	To be confirmed on arrival
<b>Your Course Administrator</b>	Norma Cannonier ( <a href="mailto:hrcoursesadmin@leedsbeckett.ac.uk">hrcoursesadmin@leedsbeckett.ac.uk</a> )

## Sandwich or Other 'In Year' Work Placement Information

### Summary

Students have the option to undertake a full placement year between levels 5 and 6. An elective module at H6 is then taken to report on the placement year.

Students will have the opportunity to spend a year on a paid work placement. The University's Placement Office will help them find a placement in any aspect of business, in private or public sector

organisations. The recent experience of students has been that they return with good quality references, a network of professional contacts and a greatly enhanced motivation and application to study and achieve in their final year of studies. A placement year is also a good enhancement to a CV. If students elect to do a placement they will be assessed and this will count as a Level 6 elective module.

### **Length**

48 weeks

### **Location**

Students are usually placed with various companies in the Leeds region, however placements may be undertaken nationally or internationally.

### **Professional Accreditation or Recognition Associated with the Course**

#### **Professional Body**

The Chartered Institute of Personnel and Development (CIPD)

#### **Accreditation/ Recognition Summary**

The course is mapped against CIPD's intermediate standards. This gives access to the CIPD's Associate level of Membership. As such it is highly vocational; equipping graduates to function autonomously in a generalist, operational HR adviser capacity.

Successful graduates of this course may progress onto a full time MSc in HRM or the PG Diploma in HRM which are both mapped to the CIPD's advanced diploma, essential for upgrading to the level of Chartered Membership.

Course Accreditation Period: 03/10/17 – ongoing

### **Course Overview**

#### **Aims**

The aims of the programme are to:

- provide an academic and vocationally oriented curriculum which develops a fundamental knowledge and understanding of the structures, concepts and processes involved in the management and administration of domestic and international organisations and the changing frameworks within which they operate, with specific reference to the management of people.
- provide a stimulating learning environment, which fosters a critical, reflective, and challenging approach to the study of business, progressively set in an HR context, incorporating practical teaching and learning methods and mirroring workplace situations likely to be encountered in the management of people.

- provide opportunities for students from different nationalities and cultures to work together in teams, thus developing cross cultural capability and global outlook.
- provide opportunities to develop students' capability to take positive initiatives, respond effectively to new ideas, adapt to changing circumstances, and address multi-faceted problems with an open mind.
- offer students some degree of specialisation in the management of people in preparation for their career which will enhance employability prospects for them as graduates.
- facilitate the development of a range of skills and values which allow students to use their talents to the full in achieving their personal and career aspirations.

### Course Learning Outcomes

At the end of the course, students will be able to:

<b>1</b>	Develop self-awareness, learning agility, personal, professional and academic competences in a context appropriate to HR management and business, education and career preparation.
<b>2</b>	Evaluate global and ethical HR issues facing organisations when formulating and implementing strategies.
<b>3</b>	Critically evaluate, understand and synthesise a range of HR and business theories and techniques in the context of local and global business situations.
<b>4</b>	Acquire appropriate analytical and problem solving skills for the application of HR and business theory and techniques into contemporary local and global business practice.
<b>5</b>	Develop the ability to critically evaluate evidence, arguments and assumptions to reach sound judgements and communicate them effectively.

### Teaching and Learning Activities

#### Summary

The core theme of globally orientated modules of the BSc (Hons) HRM and Business course encourages and enables students to be curious about others and engage in respectful discussion, debate, collaborative work and research, with other people and to explore their ways of viewing the world. A varied diet of assessment types across the modules making up the course ensures fairness in assessment through and across the levels of the course for students' different learning preferences, learning styles, abilities and disabilities.

#### Your Modules

This information is correct for students progressing through the programme within standard timescales. Students who are required to undertake repeat study may be taught alternate modules which meet the overall course learning outcomes. Details of module delivery will be provided in your timetable. The structures below are indicative and the order in which modules are studied may be adapted.

### Course Structure (Full Time)

#### Level 4

Semester 1	Core (Y)	Semester 2	Core (Y)
Academic and Critical Thinking Skills	Y	Academic and Critical Thinking Skills	Y
Fundamentals of HRM	Y	Fundamentals of HRM	Y
Marketing and Employer Branding for HRM	Y	Accounting and Finance for HRM	Y
Managing Organisations and People	Y	Global Economics for HR Managers	Y
<b>Level 5</b>			
Semester 1	Core (Y)	Semester 2	Core (Y)
Professional Skills			Y
Data Analytics for HRM			Y
Managerial Decision Making	Y	People Resourcing and Talent Planning	Y
Learning and Development in Organisations	Y	Option: <ul style="list-style-type: none"> <li>• Employment Law for Managers</li> <li>• Operations &amp; Supply Chain Management</li> <li>• Principles of Leadership</li> </ul>	N

#### Level 6

Semester 1	Core (Y)	Semester 2	Core (Y)
Research Skills	Y	Research Skills	Y
Contemporary Issues in HRM and Ethics	Y	Contemporary Issues in HRM and Ethics	Y
Strategic HRM for Leaders	Y	Employee Relations and Engagement	Y

Option	N	Option	N

### Indicative option modules

Option modules are approved to run on a course in either semester unless otherwise stated. Currently the options for this course run as per the structure below and due to resource implications should be offered in such a manner. There is no academic rationale why these modules could not be offered in a different order subject to the resources being in place. The modules below currently run in both semesters.

Semester 1	Semester 2
Reward Management Cross Cultural Management and Diversity Leadership, Strategy and Change Corruption in Business International and Global Perspectives on Sustainability Work Placement	Reward Management Cross Cultural Management and Diversity Leadership, Strategy and Change Corruption in Business International and Global Perspectives on Sustainability Work Placement

### Course Structure (Part Time)

#### Level 4

Semester 1	Core (Y)	Semester 2	Core (Y)
Year 1			
Academic and Critical Thinking Skills			Y
Managing Organisations and People	Y	Accounting and Finance for HRM	Y
Year 2			
Fundamentals of HRM			Y
Marketing & Employer Branding for HRM	Y	Global Economics for HR Managers	Y

#### Level 5

Semester 1	Core (Y)	Semester 2	Core (Y)
Year 3			
Professional Skills	Y	Professional Skills	Y
Learning and Development in Organisations	Y	People Resourcing and Talent Planning	Y
Year 4			
Data Analytics for HRM	Y	Data Analytics for HRM	Y
Managerial Decision Making	Y	Option: <ul style="list-style-type: none"> <li>Employment Law for Managers</li> </ul>	N

		<ul style="list-style-type: none"> <li>• Operations &amp; Supply Chain Management</li> <li>• Principles of Leadership</li> </ul>	
--	--	--	--

### Level 6

Semester 1	Core (Y)	Semester 2	Core (Y)
Year 5			
Contemporary Issues in HRM and Ethics	Y	Contemporary Issues in HRM and Ethics	Y
Strategic HRM for Leaders	Y	Employee Relations and Engagement	
Year 6			
Research Skills	Y	Research Skills	Y
Option	N	Option	N

### Indicative option modules

Option modules are approved to run on a course in either semester unless otherwise stated. Currently the options for this course run as per the structure below and due to resource implications should be offered in such a manner. There is no academic rationale why these modules could not be offered in a different order subject to the resources being in place. The modules below currently run in both semesters.

Semester 1	Semester 2
Reward Management Cross Cultural Management and Diversity Leadership, Strategy and Change Corruption in Business International and Global Perspectives on Sustainability Work Placement	Reward Management Cross Cultural Management and Diversity Leadership, Strategy and Change Corruption in Business International and Global Perspectives on Sustainability Work Placement

### Assessment Balance and Scheduled Learning and Teaching Activities by Level

The assessment balance and overall workload associated with this course are calculated from core modules and typical option module choices undertaken by students on the course. They have been reviewed and confirmed as representative by the Course Director but applicants should note that the specific option choices students make may influence both assessment and workload balance.

A standard module equates to 200 notional learning hours, which may be comprised of teaching, learning and assessment, any embedded placement activities and independent study. Modules may have more than one component of assessment.

### Assessment

Level 4 is assessed predominantly by coursework, with some examinations and practical assessments.

Level 5 is assessed predominantly by coursework, with some practical assessments.

Level 6 is assessed predominantly by coursework, with some practical assessments.

### Workload

Overall Workload	Level 4	Level 5	Level 6
Teaching, Learning and Assessment	240 hours	248 hours	242 hours
Independent Study	960 hours	952 hours	958 hours
Placement			

### Learning Support

If you have a question or a problem relating to your course, your Course Administrator is there to help you. Course Administrators work closely with academic staff and can make referrals to teaching staff or to specialist professional services as appropriate. They can give you a confirmation of attendance letter, and a transcript. You may also like to contact your Course Rep or the Students' Union Advice team for additional support with course-related questions.

If you have any questions about life at our University in general, call into or contact the Student Advice Hub on either campus. This team, consisting of recent graduates and permanent staff, are available to support you throughout your time here. They will make sure you have access to and are aware of the support, specialist services, and opportunities our University provides. There is a Student Advice Hub on the ground floor of the Rose Bowl at City Campus and one in Campus Central at Headingley. You can also find the team in the Gateway in the Leslie Silver Building at City Campus. Email enquiries may be directed to [studentadvicehub@leedsbeckett.ac.uk](mailto:studentadvicehub@leedsbeckett.ac.uk).

Within MyBeckett you will see two tabs (Support and Opportunities) where you can find online information and resources for yourselves. The Support tab gives you access to details of services available to give you academic and personal support. These include Library Services, the Students' Union, Money advice, Disability advice and support, Wellbeing, International Student Services and Accommodation. There is also an A-Z of Support Services, and access to online appointments/registration.

The Opportunities tab is the place to explore the options you have for jobs, work placements, volunteering, and a wide range of other opportunities. For example, you can find out here how to get help with your CV, prepare for an interview, get a part-time job or voluntary role, take part in an international project, or join societies closer to home.