

BA(Hons) in Business with HRM

Aims and Rationale of the Programme

Human resource management is an area that has been undergoing significant changes in recent years. In order to achieve competitive advantage, organisations are increasingly looking at human resource management at the operational and strategic levels. The BA(Hons) in Business with Human Resource Management (HRM) degree is of considerable benefit to anyone who is currently working in, or expects to work in, the area of human resource management. Alongside with dealing with business processes, which encapsulate the full range of managerial activities, the successful candidate will gain a holistic perspective and ability to develop a systematic understanding and critical awareness of current problems in human resource management.

Structure of the Programme

The BA in Business with HRM is a 3-year full-time course, taught exclusively in the English language. Courses are offered within a two-term period, with two exam periods in May and August. All courses are delivered during the weekday evenings to accommodate the needs of working students.

Courses

YEAR 1

Personal and Professional Development
Introduction to Business Processes
Business Planning and Development
Context and Regulatory Framework of Business
Managing the Performance of Individuals

YEAR 2

Career Development
Creativity and Business Decision Making
Value Chain Management
Management and Information Systems
Context and Practice of Personnel Management

YEAR 3

Dissertation
Business Strategy
International Business Management
Employee Relation and Reward

Entry Requirements

- High School Certificate
- A minimum of TOEFL score of 213 (computer based test), IELTS 6.0, or a recognized equivalent (for example, successful completion of a programme of studies at HE of FE taught in English).

Careers

Employment in training and development, personnel/human resource management, employee and industrial relations, and general management.

Indicative Course Descriptions

Introduction to Business Processes

This course teaches you a system approach to understand the core concepts in Marketing, Operations by placing business processes on centre stage. The aim of this course is to introduce to the students the principles of process management in all sectors of industry and commerce within a common conceptual framework.

Personal & Professional Development

The aim of the course is to induct and support students in using the university's systems and processes effectively and to increase student ability to benefit from the academic process.

Context and Regulatory Framework of Business

The purpose of this course is to introduce students to the various components of this analytical tool, with the objective of situating business in its broader context. The course will be international in outlook, under the unifying theme of current and recent global trends. Transitional & developing economies as well as the advanced economies will be covered.

Value Chain Management

This course is designed to reveal more about the interdependent nature of real world business, and the increasing attention given to cross-functional decision making in a digitally enabled global market. The student will be offered current academic concepts and trends in modern business philosophy that signify a need for reassessing the changing nature of internal and external relationships in business.

Management of Information Systems

This course covers a broad topic which consists of two main areas: (1) the use and relevance of information systems to managers and enterprises and (2) the management of information systems projects. Rather than providing an in depth technological treatment of information systems, the course prepares students, as future managers, to critically assess the impact of information systems on the enterprise. It also introduces those skills required in order to manage information systems projects.

Context and Practice of Personnel Management

The content of 'The Context and Practice of Personnel Management' covers all key elements of personnel and development in the main generic areas of resourcing, development, relations and reward. It aims to provide sufficient knowledge and understanding for all personnel and development specialists to: Give informed advice and solutions at workplace and establishment level. Contribute to improvements in organisational performance. Undertake basic human resources processes.

Employee Relation and Reward

The course provides an understanding of the relationship between management and employees collectively, whether unionised or not, and individually - which is central to effective workplace harmony and performance. The aim is to highlight the importance of the legal framework in managing both employment relations and reward, to examine the strategic choices which employers confront and to examine recent moves from collective to more individualistic relationships. It also aims to emphasise the importance of employee involvement in workplace decisions as a major route to improved motivation and commitment. At the end of this course the student will be able to provide strategic direction for an organisation's employee relations and reward policies, procedures and practices in the light of the need to develop and maintain employee commitment and manage change so that it is widely accepted. This course provides the necessary knowledge and skills to play a full and effective role in this important corporate activity.

Dissertation

The Dissertation is a key element of the degree. It is the point where knowledge and understanding acquired through the earlier taught courses is synthesised and applied to a substantial management problem in the Human Resource Management area. Students reaching this level of study will have successfully completed the taught unit concerned with research methods and design. The course is designed to build on that experience and provide a supported learning environment in which students can plan a more thorough-going research enquiry of their own choosing. The key outcome of the course is the report of an investigation into an issue of importance.