

BA (Hons) in Business Studies 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 (Human Resource Management) 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 (Human Resource Management) is a 3-year full-time programme, 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 Economics for Business
Business Planning and Development
Context and Regulatory Framework of Business
Discover Project Management

Year 2

Personal and Professional Development 2
Creativity and Decision Making in Business
Operations Management
Project Planning and Management
Employee Relations and Reward

Year 3

Personal and Professional Development 3
Managing Strategy
Small Business Management
International Human Resource Management

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 or FE taught in English).

Careers

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

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Indicative Course Descriptions

Introduction to Business Processes

This course teaches you a systems approach to understand the core concepts in Marketing and Operations by placing business processes on centre stage. The aim of this course is to introduce the students to 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.

Introduction to Economics for Business

The aims of this course are to provide students with a basic grounding in the principles of economic theory and economic ideas and to introduce them to key debates in economics. Students will understand and have essential factual knowledge of the key factors in the modern world economy, including management of national economics, supranational institutions, world trade and investment, growth and development and the nature of the business cycle.

Operations 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.

Project Planning and Management

The aim of this course is to produce professional business managers capable of making effective and efficient project management decisions. The course provides a range of academic knowledge, business understanding, and project management techniques and seeks to develop within students the ability to integrate these with an appreciation of the usefulness of appropriate project management software. On completion of the course, students will have the core knowledge needed to work successfully within a project team or as a project manager on small projects in an environment constrained by time, cost and quality.

International Human Resource Management

This course introduces relevant concepts and theories in the field of human resource management (HRM) and provides students with the knowledge, understanding and key skills required to undertake HRM at a professional level. This course focuses on comparative and international aspects on HRM. Rather than focusing solely on the UK, this course also equips students with an understanding on case studies, readings and examples from a variety of countries, highlighting international diversity, allowing students to compare the role, activities, and institutional frameworks of HRM in different national contexts.

Employee Relations 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.

Personal and Professional Development 3

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 thoroughgoing research enquiry of their own choosing. The key outcome of the course is the report of an investigation into an issue of importance.