

## Appendix 1: PROGRAMME SPECIFICATION

1. Qualification <b>BA (HONS)</b>	2. Programme Title <b>Business Management (Human Resource Management)</b>	3. UCAS Code <b>BMH N600</b>	4. Programme Type <b>Modular – Single and Joint, Full and part time</b>
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### Main Purposes and Distinctive Features of the Programme

- To develop focussed multi-disciplinary knowledge and understanding of Business and Management
- To provide the opportunity to develop knowledge and understanding of Business and Management in a vocational context
- Develop students' critical understanding and awareness of HRM issues and practices within the business environment
- Give an in-depth knowledge of the techniques and practices used in Human Resource Management and develop an understanding of the complexities and interrelationships of HRM within the organisation.
- To develop research skills and a range of transferable skills for use in the workplace and at postgraduate level
- To develop a positive disposition towards, and the skills for, lifelong learning and Personal Development Planning

### Special Features

- Opportunity to enhance career prospects.
- Opportunity to apply knowledge gained in work situations.
- Opportunity to choose either the Project or an Investigative Study at Level HE6
- Opportunity to study abroad at a partner University.

### What a graduate should know and be able to do on completion of the programme

#### On gaining the qualification the learner will have demonstrated:

- Subject knowledge and understanding
- Cognitive skills
- Discipline-related practical and professional skills and
- Other general skills and capabilities (eg key/transferable/common) as specified in the learning objectives/outcomes for approved modules in the programme. Further details of module outcomes can be found in the programme document.

#### Knowledge and understanding in the context of the subject(s)

Understand fundamental business and management concepts, principles and techniques.  
Awareness of the major theoretical and practical aspects relevant to the various disciplines.  
Understand the relationship between the various disciplines involved.  
Develop an understanding of the limitations of the body of knowledge with regard to business.

#### Cognitive skills in the context of the subject(s)

Have the capacity for critical reasoning and analysis.  
Synthesis of data/information and interpretation of findings.  
Application of concepts.  
Identification and solving of problems.  
Discrimination between and evaluation of theories.  
Plan, conduct and report a piece of original research based on student work experience.

#### Subject-specific practical/professional skills

- Competence in use of quantitative and qualitative research methods.
- Communicating in a manner expected of a business professional.
- Application of current knowledge, skills, techniques and commercial awareness expected of a business professional.
- Appraise own needs for academic, personal and professional development and make recommendations (Personal Development Planning)

#### Other skills (e.g. key/transferable) developed in subject or other contexts

- Capacity to learn and investigate.
- Communicate effectively both orally and in writing.
- Numerical and quantitative skills appropriate for business use.
- Ability to work independently or as part of a team.
- Competent in the use of information technology.
- Skills to plan for personal, educational and career development

**Qualities, Skills & Capabilities Profile** The education and training goals of the programme seek to develop and demonstrate the following qualities, skills, capabilities and values in its graduates.

A Cognitive	B Practical	C Personal & Social	D Other
Logical Reasoning	Research Skills	Independence/Self reliance	Awareness and understanding of contemporary business issues
Methods of analysis	Variety of IT related skills	Self motivation	
Application/synthesis of knowledge	Writing skills	Organisation and time management	
Applied and theoretical problem solving	Vocational skills	Teamwork	
Understanding/application of concepts and theory	Oral communication skills	Enterprise and resourcefulness	
		Learning skills Communication skills Networking and an appreciation of other people's working environments Personal Development Planning	

Duration and Structure of Programme/Modules of Study/Credit Volume of Study Units  
 Years full-time; 4½-5 years part-time). Honours Degree = 360 credits; Intermediate Awards of Diploma of Higher Education and Certificate of Higher Education available at 240 and 120 credits respectively. All Honours degrees must include the study of 120 credits at Level H3/(HE6).

Part II			
	<b>Core Modules</b>	<b>Options</b>	<b>Project</b>
<b>6 Honours Modules</b>	Contemporary Management Issues  Employment Law  Strategic HRM	Strategic Management or International HRM  If taking Investigative Study, students choose <b>one further option</b> from any option group below: <ul style="list-style-type: none"> <li>- Accountancy</li> <li>- Business Management</li> <li>- HRM</li> <li>- Marketing</li> <li>- Tourism</li> </ul>	Project (40 credits)  or Investigative Study (20 credits)
<b>5 Honours Modules</b>	Research Methods Financial Decision-making for Business Managers Work Experience Managing Organisational Behaviour Human Resource Development Managing the Employment Relationship		
<b>4 Honours Modules</b>	Business Finance Business Environment Managing People Principles of Marketing Managing Human Resourcing Management Skills or Language		
<p><b>Learning, Teaching and Assessment Strategy</b>  <b>Learning and Teaching Methods</b>          Range of teaching and learning methods will be used: Lectures, Seminars, Tutorials, Case Study Analysis, IT Practicals and Supported Study.</p> <p><b>Assessment Methods</b>          Assessment is linked to the learning outcomes for each module. Assessment methods will include: assignments, reports, case study analysis, both open and closed book examinations, portfolios and a Project/Investigative Study.</p> <p><b>Assessment Classification System</b>          Pass mark for individual assessments is 50%, however, if any assessment for a module achieves a mark of at least 35% but the overall average mark exceeds 40%, this will be regarded as a pass mark overall.          Final degree classification will be based on 30% weighting of H2/(HE5) and 70% of H3/(HE6).</p> <p><b> honours Classification Bands</b>          1st - above First Class □ 60-69% Upper Second Class □ 50-59% Lower Second Class □ 40-49% Third Class □ 35-39% Borderline Fail □ Below 35% Clear Fail</p>		<p><b>10. Other Information (including compliance with relevant University policies)</b></p> <p><b>Date programme first offered</b>  <b>September 2008</b></p> <p><b>Admissions Criteria</b>  <b>Standard Requirements</b></p> <ul style="list-style-type: none"> <li>• Normally 5 GCSE/GCE passes (including English) with 2 GCE A/AS level passes with 220 UCAS points or</li> <li>• Vocational Certificate of Education (VCE) double award with 220 points (C,D), or</li> <li>• Edexcel/BTEC National Diploma/Certificate, with an average of Merits, or</li> <li>• Other equivalent qualifications, such as Scottish Higher passes, the Irish Leaving Certificate or International Baccalaureate</li> <li>• Holders of a relevant HND/C will be considered for exemption from part 1 and direct entry into part II to study an appropriate number of modules to 'top-up' their qualification to a degree</li> </ul> <p><b>Non Standard Entry</b></p> <ul style="list-style-type: none"> <li>• Pass in a Kite-marked Access to Higher Education course, relevant work experience, and over 21 years.</li> <li>• Mature student evaluation may include an interview and /or a diagnostic test</li> </ul> <p><b>Indicators of Quality and Standards</b>          External Examiner monitoring          Benchmarking with similar programmes          National benchmark standards □</p>	