COURSE SPECIFICATION

BA (Hons) Human Resource Management with Psychology

Academic Standards, Quality and Partnerships
Department of Student and Academic Administration

June 2018

COURSE SPECIFICATION

Please refer to the Course Specification Guidance Notes for guidance on completing this document.

Course Title	BA (Hons) Human Resource Management with Psychology
Final Award	BA (Hons)
Exit Awards	CertHE, DipHE
Course Code / UCAS code (if applicable)	C1508S (N6C8)
Mode of study	Full Time
Mode of delivery	Campus
Normal length of course	3 years, 4 years with placement
Cohort(s) to which this course specification applies	From September 2019 intake onwards
Awarding Body	University of Portsmouth
Teaching Institution	University of Portsmouth
Faculty	Faculty of Business and Law
School/Department/Subject Group	Organisation Studies & Human Resource Management
School/Department/Subject Group webpage	http://www.port.ac.uk/portsmouth-business-school/
Course webpage including entry criteria	http://www.port.ac.uk/courses/business-and-management/ba-hons-human-resource-management-with-psychology/
Professional and/or Statutory Regulatory Body accreditations	Chartered Institute of Personnel and Development (CIPD)
Quality Assurance Agency Framework for Higher Education Qualifications (FHEQ) Level	Level 6

This course specification provides a summary of the main features of the course, identifies the aims and learning outcomes of the course, the teaching, learning and assessment methods used by teaching staff, and the reference points used to inform the curriculum.

This information is therefore useful to potential students to help them choose the right course of study, to current students on the course and to staff teaching and administering the course.

Further detailed information on the individual modules within the course may be found in the relevant module descriptors and the Course Handbook provided to students on enrolment.

Please refer to the Module Web Search for further information on the course structure and modules.

Educational aims of the course

The Course aims to:

For Human Resource Management:

- To provide a challenging and stimulating study environment
- To provide students with the opportunity to study following a flexible coherent programme of study
- To enable students to study two subject areas and develop specialist interests and knowledge
- To provide an opportunity for students to create links between two different subject areas
- To equip graduates with the necessary transferable skills for lifelong learning, employability and flexibility in the context of changing labour markets
- To provide students with the skills and knowledge required to maximise career and postgraduate study opportunities
- To provide a framework for understanding the HRM/Personnel function and the contribution it makes to organisational goals
- To provide an appreciation of disciplines underlying the study of HRM and knowledge of other business functional areas
- To encourage ongoing critical, evaluative and strategic ways of thinking in all areas.
- To recognise the importance of industry-education links and to offer students opportunities to learn in other environments
- To enable students to develop a high standard of analytical communication and critical argument skills
- To integrate research undertaken by academic staff into teaching.

For Psychology:

- To create a supportive environment that is stimulating and challenging
- To develop knowledge and understanding of the scientific principles which underpin the study of human behaviour and psychology
- To produce graduates with a range of theoretical and practical skills relevant within the field of psychology
- To enable students to develop the necessary skills to carry out research and to evaluate the significance of research in relation to psychology and human behaviour
- To facilitate the ability to independently manage lifelong learning through the development of graduate skills
- To provide students with a framework that aids the development of a range of transferable skills for personal, present and future career development within industry, public sector service or academic research.

Course Learning Outcomes and Learning, Teaching and Assessment Strategies

The Quality Assurance Agency for Higher Education (QAA) sets out a national framework of qualification levels, and the associated standards of achievement are found in their Framework for Higher Education Qualifications document.

The Course Learning Outcomes for this course are outlined in the tables below.

A. Graduates will have knowledge and understanding of Business and Human Resource Management and be able to:

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
A1	Explain the theory and practice of Human Resource Management (HRM) and Psychology.	For Section A teaching and learning is achieved by lectures supplemented by seminars, tutorials and workshops. Lectures combined with on-line materials provide theoretical/conceptual foundations. Seminars, tutorials and workshops build on and develop further knowledge and understanding.	Assessment is via a mix of coursework and examination. Coursework includes individual and group work, presentations, case studies and assignments.
A2	Critique the theory and practice of Business and Human Resource Management (HRM) and Psychology.		
A3	Deploy accurately established techniques of analysis and enquiry within the academic disciplines of Human Resource Management (HRM) and Psychology.		

B. Graduates will have critical thinking skills and be able to:

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
B1	Identify, select and make appropriate use of practitioner and academic reviews and primary sources relevant to HR and Psychology disciplines.	Cognitive skills are developed through lectures supported by other class based sessions and independent learning. On this pathway students also apply these skills in the course of the work placement if this option is chosen by the student.	Assessment of cognitive skills occurs in the range of assessment methods employed i.e. examination, and/or continuous assessment, course and/or group work. The Placement is also assessed via employer reports and a self-completed learning log discussed with a Placements Tutor.
B2	Critically evaluate evidence and literature to reach reasoned conclusions.		

C. Graduates will be problem solvers with a creative, entrepreneurial business mindset:

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
C1	Confidently identify and define issues in a complex and evolving business environment	Seminar and workshop activities across the Course will provide the primary mechanisms for the development of transferable and key skills.	Practical skills form part of self-managed learning and are key to performance in a range of assessments. Students' practical skills are additionally assessed via employer reports plus a learning log completed by the student.
C2	Propose creative solutions that take into account complex and unpredictable contexts.		

D1. Graduates will be effective communicators and be able to:

D2. Graduates will be global citizens with an awareness of how issues of ethics, sustainability and responsibility affect professional practice and be able to:

LO number	Learning outcome	Learning and Teaching methods	Assessment methods
D1	Clearly communicate information, ideas, problems and solutions taking into account complex and unpredictable contexts.	Seminar and workshop activities across the Course will provide the primary mechanisms for the development of transferable and key skills.	Transferable skills are assessed through group project activities and/or specific assessment artefacts. They will also be assessed throughout the Course by learning logs, portfolios and final year project / dissertation.
D2	Demonstrate awareness of the impact of international issues on the disciplines of Human Resource Management (HRM) and Psychology.		
D3	Demonstrate awareness of sustainability issues and recognise and propose resolutions.		
D4	Demonstrate awareness of personal responsibility and professional codes of conduct and can incorporate a critical ethical dimension by recognising and proposing resolutions.		

Academic Regulations

The current University of Portsmouth Academic Regulations will apply to this course.

Support for Student Learning

The University of Portsmouth provides a comprehensive range of support services for students throughout their course, details of which are available at the MyPort student portal.

In addition to these University support services this course also has personal tutoring. Each student has a named personal tutor responsible for academic and pastoral support and guidance who the students meet in induction.

All students undertake an induction programme that introduces the student to the University and their course and that will give them guidance and advice about the additional University support offered to all students detailed below:

- • University support services include financial advice, housing, etc

- • Well-being & Counselling service

- • PBS study support

- • Additional Support and Disability Advice Centre (ASDAC)

- • Careers & Employability Service

Support is also provided prior to, during and following Work Based Learning and/or placements. A Placement tutor is allocated to students whilst on placement to maintain contact with the University and to also provide support and guidance if required. Learning support resources are also available to students whilst off-campus.

Evaluation and Enhancement of Standards and Quality in Learning and Teaching

The University of Portsmouth undertakes comprehensive monitoring, review and evaluation of courses within clearly assigned staff responsibilities. Student feedback is a key feature in these evaluations, as represented in our Policy for Listening to and Responding to the Student Voice where you can also find further information.

This Course is also accredited by the Chartered Institute of Personnel & Development (CIPD). On successful completion of the degree course, students will also achieve CIPD Level 5 Intermediate and be eligible to apply for Associate Membership of the CIPD.

Reference Points

The course and outcomes have been developed taking account of:

- ● University of Portsmouth Curriculum Framework Specification
- ● University of Portsmouth Education Strategy 2016 - 2020
- ● University of Portsmouth Code of Practice for Work-based and Placement Learning
- ● Quality Assurance Agency UK Quality Code for Higher Education
- ● Quality Assurance Agency Qualification Characteristic Statements
- ● Quality Assurance Agency Subject Benchmark Statement for Business & Management
- ● Quality Assurance Agency Framework for Higher Education Qualifications
- ● Requirements of Professional and/or Statutory Regulatory Bodies: Chartered Institute of Personnel & Development (CIPD) Level 5 standards
- ● Vocational and professional experience, scholarship and research expertise of the University of Portsmouth's academic members of staff
- ● National Occupational Standards

Disclaimer

The University of Portsmouth has checked the information provided in this Course Specification and will endeavour to deliver this course in keeping with this Course Specification. However, changes to the course may sometimes be required arising from annual monitoring, student feedback, and the review and update of modules and courses.

Where this activity leads to significant changes to modules and courses there will be prior consultation with students and others, wherever possible, and the University of Portsmouth will take all reasonable steps to minimise disruption to students.

It is also possible that the University of Portsmouth may not be able to offer a module or course for reasons outside of its control, for example, due to the absence of a member of staff or low student registration numbers. Where this is the case, the University of Portsmouth will endeavour to inform applicants and students as soon as possible, and where appropriate, will facilitate the transfer of affected students to another suitable course.

Copyright

Document details

Author	Kerry Collier
Date of production and version number	June 2018 v1
Date of update and version number	[Date] [Version number]
Minimum student registration numbers	20