



UNIVERSITY OF  
PORTSMOUTH

## **COURSE SPECIFICATION**

# ***BA (Hons) Business and Human Resource Management***

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

**June 2020**

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# COURSE SPECIFICATION

Please refer to the [Course Specification Guidance Notes](#) for guidance on completing this document.

|   |  |
|---|--|
| <b>Course Title</b>   | <b><i>BA (Hons) Business and Human Resource Management</i></b> |
| Final Award   | <i>BA (Hons)</i>   |
| Exit Awards   | <i>CertHE, DipHE</i>   |
| Course Code / UCAS code (if applicable)   | <i>C2441S</i>  |
| Mode of study   | <i>Full Time</i>   |
| Mode of delivery  | <i>Campus</i>  |
| Normal length of course   | <i>3 years, 4 years with placement</i>                         |
| Cohort(s) to which this course specification applies  | <i>From September 2020 onwards</i>                             |
| Awarding Body   | <i>University of Portsmouth</i>                                |
| Teaching Institution  | <i>University of Portsmouth</i>                                |
| Faculty   | <i>Faculty of Business and Law</i>                             |
| School/Department/Subject Group   | <i>Organisation Studies &amp; Human Resource Management</i>    |
| School/Department/Subject Group webpage   | <a href="#">Portsmouth Business School</a>                     |
| Course webpage including entry criteria   | <a href="#">Business and Human Resource Management</a>         |
| Professional and/or Statutory Regulatory Body accreditations  | <i>Chartered Institute of Personnel and Development (CIPD)</i> |
| <a href="#">Quality Assurance Agency Framework for Higher Education Qualifications (FHEQ) Level</a> | <i>Level 6</i>   |

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 provide students with the opportunity to study following a flexible and coherent programme of study into the disciplines of Business and Human Resource Management (HRM).
- To provide a framework for understanding the HRM function and the contribution it makes to organisational goals.
- To provide an appreciation of disciplines underlying the study of business, HRM and knowledge of other business functional area.
- To develop an entrepreneurial mindset and encourage ongoing critical, evaluative and strategic ways of thinking in all areas.
- To equip graduates with the necessary transferable skills for lifelong learning and flexibility in the context of changing labour markets.
- To view change and enterprise as constants in business and society and as such their positive handling as an integral part of business learning.
- To recognise the importance of industry-education links and to offer students opportunities to learn in other environments.
- To provide students with the skills and knowledge required to maximise career and postgraduate study opportunities.
- To provide links and/or a platform for professional development with specific reference to the field of HRM.
- To develop an awareness and understanding of personal responsibility and professional code of conduct within the workplace.

## 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 Business and Human Resource Management (HRM).            | For Section A teaching and learning is achieved by lectures supplemented by seminars, practical sessions and workshops. Lectures combined with on-line materials provide theoretical/conceptual foundations. Seminars, practical sessions and | Assessment is via a mix of coursework and examination / online assessment. Coursework includes individual and group work, presentations, case studies and |
| A2        | Critique the theory and practice of Business and Human Resource Management (HRM).           |   |   |
| A3        | Deploy accurately established techniques of analysis and enquiry within the HRM discipline. |   |   |

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|  |  | workshops build on and develop further knowledge and understanding. | written assignments. |
|--|--|---|----------------------|

**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 the HR discipline. | 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 / online assessment, 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 realistic problem.   | 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 |
| C2        | Propose solutions that take into account complex and unpredictable contexts. |   |  |

|  |  |  |  |
|--|--|--|--|
|  |  |  | learning log completed by the student. |
|--|--|--|--|

**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 critical awareness of a range of information / data (including academic/practitioner sources and statistics) and communicate appropriately to the selected audiences. |   |  |
| D3        | Demonstrate awareness of the impact of international issues in the HR discipline.   |   |  |
| D4        | 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 embedded. 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.

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## Document details

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|---------------------------------------|----------------------|
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| Date of update and version number     | <i>June 2021 v5</i>  |
| Minimum student registration numbers  | <i>20</i>            |