Programme Specification

Business and Human Resource Management [Villa]

Version: 2024-25, v2.0, 12 Nov 2024

Contents

Section 1: Key Programme Details

Part A: Programme Information

Programme title: Business and Human Resource Management [Villa]

Highest award: BA (Hons) Business and Human Resource Management

Default award: BA (Hons) Business Management and Human Resources

Interim award: BA Business and Human Resource Management

Interim award: DipHE Business and Human Resource Management

Interim award: CertHE Business and Management

Awarding institution: UWE Bristol

Affiliated institutions: Villa College

Teaching institutions: Villa College

Study abroad: No

Year abroad: Yes

Sandwich year: Yes

Credit recognition: No

School responsible for the programme: CBL Bristol Business School, College of Business and Law

Professional, statutory or regulatory bodies:

Chartered Institute of Personnel and Development (CIPD)

Modes of delivery: Full-time, Sandwich

Entry requirements:

For implementation from: 01 May 2019

Programme code: N1NS00

Section 2: Programme Overview, Aims and Learning Outcomes

Part A: Programme Overview, Aims and Learning Outcomes

Overview: The programme offers students a current and integrated business education covering the main disciplines and operational areas of business, with a specific focus on the function and discipline of Human Resource Management. The curriculum aims to challenge students in their ways of thinking, behaving, learning, and issues of ethics and ethical decision making, sustainability and global citizenship are embedded throughout.

Features of the programme:

Educational Aims: The programme aims to enable students to:

Acquire a critical understanding of organisations, their management and the changing external environment in which they operate;

Be equipped with the employability and enterprise attributes and skills necessary for a career in business and management; or human resource management;

Develop an analytical and enquiring approach in the analysis of business problems so that considered and appropriate conclusions are drawn – which can be communicated effectively in a variety of forms;

Have an informed understanding of critical contemporary business issues and theoretical debates, including ethics and ethical decision-making, sustainability and global citizenship;

Work with academic theory in practice;

Develop a strong sense of self and the life-long learning skills to make an ongoing contribution to society at large;

Acquire a critical understanding of issues, debates and techniques associated with contemporary HRM;

Understand and make analytical decisions as regards HR choices in a contemporary context.

Programme Learning Outcomes:

On successful completion of this programme graduates will achieve the following learning outcomes.

Knowledge and Understanding

A1.   Markets and Business context: The global business environment

A2.   Markets and Business context: The nature of markets, customers and the role of marketing

A3.   Markets and Business context: Customer expectations, service and orientation

A4.   Markets and Business context: Marketing management principles in a global context

A5.   Financial Management: The use of accounting and the sources, uses and management of finance

A6.   Financial Management: Information systems for managerial applications

A7.   Operations: The management of financial, information and human resources and operations and their impact on organisational performance

A8.   Organisations, People and Management: The nature of work and organisations

A9.   Organisations, People and Management: Management Theory

A10.   Organisations, People and Management: The management and development of people

A11.   Organisations, People and Management: Managing Diversity

A12.   Organisations, People and Management: Business innovation, creativity and enterprise development

A13.   Communication and information technology (CIT): The management of information systems

A14.   Communication and information technology (CIT): Use of communication and information technology

A15.   Communication and information technology (CIT): Digital Business management

A16.   Business Strategy and decision making: Business Statistics and decision making

A17.   Business Strategy and decision making: Business policy and strategy

A18.   Ethics and Sustainable Development: Ethics and ethical decision making

A19.   Ethics and Sustainable Development: Sustainability and sustainable development

A20.   Ethics and Sustainable Development: Global Citizenship

A21.   Ethics and Sustainable Development: Corporate Social Responsibility

A22.   Research: Business and Management Research; relevant qualitative and quantitative research methods

A23.   Enterprise and Entrepreneurship: The diverse nature of enterprise and entrepreneurs

A24.   Enterprise and Entrepreneurship: The role of enterprise in society

A25.   Additional Subject Specific Learning outcomes: Understanding of the HR function

A26.   Additional Subject Specific Learning outcomes: Employment relations

A27.   Additional Subject Specific Learning outcomes: Strategic Human Resource Management

A28.   Additional Subject Specific Learning outcomes: Role of line managers

Intellectual Skills

B1.   Information Literacy: gather and critically evaluate information and information from a range of sources

B2.   Creativity and inventiveness in approaches to problem solving

B3.   Assimilate new knowledge through effective synthesizing

B4.   Make informed evidence -based decisions

B5.   Ability to solve a range of complex problems in unpredictable contexts

B6.   Self -inquiry, reflective thinking, and adaptive thinking in approaching and interpreting tasks and problems

B7.   Identify and analyse business problems across a range of contexts utilizing appropriate concepts, models and frameworks

B8.   Implement, verify and review decisions, recommendations, solutions and arguments of self and others

B9.   Evaluate and analyse primary data, both qualitative and quantitative

Subject/Professional Practice Skills

C1.   The ability to manage a range of financial controls in an organizational context

C2.   The ability to evaluate and manage the performance of self and others

C3.   The ability to select appropriate leadership styles for varying contexts

C4.   The ability to design and implement effective training interventions

C5.   The ability to effectively select appropriate candidates in a resourcing context

C6.   The ability to conduct appropriately designed ethical research into business and management issues

C7.   The ability to express evidence -based ideas and solutions to problems fluently through a range media including reports, essays, presentations etc. appropriate for a diverse audience

C8.   Effective use of a range of ICT tools

C9.   The ability to effectively negotiate, persuade and influence others in a group setting

C10.   The ability to work effectively to achieve as a member of a team to achieve goals within time constraints; utilizing the contributions of individual group members

C11.   Ability to recognize and address a range of business related ethical dilemmas, applying the principles of ethical management to a range of situations and choices

C12.   The ability to act appropriately and ethically, demonstrating sensitivity to the complexities of a diverse organizational context

Transferable Skills and other attributes

D1.   High personal effectiveness

D2.   Critical self-awareness, self-reflection and self-management

D3.   Time management and workload management

D4.   Resilience

D5.   Life-long learning and clear professional identity

D6.   Adaptability and flexibility

D7.   Work effectively alone and as a team member

D8.   Effective leadership

D9.   Socially Responsible

D10.   Numerical and Statistical skills

D11.   Vision, responsiveness to opportunity, and ambition for business growth

Assessment strategy: Student learning is grounded in the external context wherever appropriate through, e.g. external speakers; assessments that require students' opportunities to test out concepts in practice.

Student support: Student achievement is supported by a clear personal development strand to the programme that is designed to develop transferable skills that facilitates the transition into Higher Education and underpins employability and lifelong learning.

Part B: Programme Structure

Year 1
Full time and sandwich students must take 120 credits from the modules in Year 1.

Year 1 Compulsory Modules (Full Time and Sandwich)
Full time and sandwich students must take 120 credits from the modules in
Compulsory Modules (Full Time and Sandwich).

Module Code	Module Title	Credit
UMCDN3-15-1	Business Decision Making for Management 2024-25	15
UMPDN6-15-1	Contemporary Business Issues 2024-25	15
UMCDMT-15-1	Enterprise and Entrepreneurship 2024-25	15
UMPDM7-15-1	Hrm and Leadership in Context 2024-25	15
UMCDMX-15-1	Introduction to Management 2024-25	15
UMAD4U-15-1	Understanding Business and Financial Information (Business, International and Management) 2024-25	15
UMOD63-15-1	Understanding Organisations and People (Business, International and Management) 2024-25	15
UMKD6J-15-1	Understanding the Principles of Marketing (Business, International and Management) 2024-25	15

Year 2
Full time and sandwich students must take 120 credits from the modules in Year 2.

Year 2 Compulsory Modules (Full Time and Sandwich)
Full time and sandwich students must take 120 credits from the modules in
Compulsory Modules (Full Time and Sandwich).

Module Code	Module Title	Credit
UMAD5H-15-2	Accounting Information for Business 2025-26	15
UMPD7J-15-2	Equality Law and Diversity Management 2025-26	15
UMPDNF-15-2	Issues in Contemporary Employment Relations 2025-26	15
UMPDM5-15-2	Management Skills (Business and Management) 2025-26	15
UMPDM3-15-2	Managing People 2025-26	15
UMMDNX-15-2	Operations and Supply Management 2025-26	15
UMPDMS-15-2	Research in HRM and Leadership 2025-26	15
UMCDM8-15-2	Research Methods for Business 2025-26	15

Year 3
Full time students must take 120 credits from the modules in Year 3.
Sandwich students must take 15 credits from the modules in Year 3.

Placement or Study Year Abroad (SYA)

Students on the sandwich route of the programme (SW) must choose and pass one of the following options both of which aim to enable students to contextualise their academic learning in an applied business and/or cultural context:

Work Placement: a significant period of paid employment or self-employment normally in the field relevant to the specialism of the degree. During this time students must complete the 15 credit Level 3 module, Placement Learning, UMCDN5-15-3. This module assesses the student's personal development, from the experience of placement and their ability to identify issues relevant to their Placement's organisational context and to then frame, scale and position a critical work-based enquiry relevant to the specialism of the degree.

Study Year Abroad, which consists of two semesters of study at a partner institution abroad. During this time students must complete the 15 credit Level 3 module, Learning and Development on Study Year Abroad (UMCD9Y-15-3). This modules assesses assess the student's personal development from the experience of SYA and their ability to evidence cross-cultural awareness and analysis of the country in which they have been studying.

In addition, whilst at the partner institution students must have studied and attempted assessments in modules totalling 60 ECTS, of which 50-55 ECTS should be in modules related to their programme of study at UWE with a further 5-10 ECTS in the language of the host country. If the advent of failing any modules students must be able to demonstrate engagement i.e. that they have attended classes and sat the exams.

To be eligible for either Placement or SYA students would normally be expected to have passed a minimum of 210 credits

Year 3 Compulsory Modules (Full Time)
Full time students must take 105 credits from the modules in Compulsory Modules (Full Time).

Year 3 Compulsory Modules (Full Time) - Group 1
Full time students must take 30 credits from the modules in Year 3 Compulsory Modules (Full Time) - Group 1.

Module Code	Module Title	Credit
UMCDHU-30-3	Applied Business Project 2026-27	30
UMCDFS-30-3	Business Project 2026-27	30
UMCD9W-30-3	Critical Business Enquiry Project 2026-27	30

Year 3 Compulsory Modules (Full Time) - Group 2
Full time students must take 75 credits from the modules in Year 3 Compulsory Modules (Full Time) - Group 2.

Module Code	Module Title	Credit
UMPD7F-15-3	Human Resource Development and Knowledge Management 2026-27	15
UMPD7G-15-3	International Human Resource Management 2026-27	15
UMPDMV-15-3	Managing Organisational Performance 2026-27	15
UMPDJC-30-3	Strategy and Human Resource Management 2026-27	30

Year 3 Compulsory Modules (Sandwich)
Sandwich students must take 15 credits from the modules in Compulsory Modules (Sandwich).

Module Code	Module Title	Credit
UMCD9Y-15-3	Learning and Development on Study Year Abroad 2026-27	15
UMCDN5-15-3	Placement Learning 2026-27	15

Year 3 Optional Modules (Full Time)
Full time students must take 15 credits from the modules in Optional Modules (Full Time).

Module Code	Module Title	Credit

UMODS7-15-3	Coaching in Organisations Theory and Practice 2026-27	15
UMCDKD-15-3	Cross Cultural Learning and Development 2026-27	15
UMCDKM-15-3	Work Integrated Learning 2026-27	15

Year 4

Sandwich students must take 105 credits from the modules in Year 4.

Year 4 Compulsory Modules (Sandwich)

Sandwich students must take 105 credits from the modules in Compulsory Modules (Sandwich).

Year 4 Compulsory Modules (Sandwich) - Group 1

Sandwich students must take 30 credits from the modules in Year 4 Compulsory Modules (Sandwich) - Group 1.

Module Code	Module Title	Credit
UMCDHU-30-3	Applied Business Project 2027-28	30
UMCDFS-30-3	Business Project 2027-28	30
UMCD9W-30-3	Critical Business Enquiry Project 2027-28	30

Year 4 Compulsory Modules (Sandwich) - Group 2

Sandwich students must take 75 credits from the modules in Year 4 Compulsory Modules (Sandwich) Group - 2.

Module Code	Module Title	Credit
UMPD7F-15-3	Human Resource Development and Knowledge Management 2027-28	15
UMPDMV-15-3	Managing Organisational Performance 2027-28	15
UMPDJC-30-3	Professional Development: Strategic Human Resource Management 2027-28	30

Part C: Higher Education Achievement Record (HEAR) Synopsis

An integrated business and management programme that focuses on developing the knowledge, skills and attributes commensurate with the development of a career in management or human resource management, with a particular emphasis on acquiring a critical understanding of issues, debates and techniques associated with contemporary people management. The programme of study covers a broad spectrum of disciplines and business functions, including marketing, operations and strategy, challenges students in their ways of thinking, behaving and learning, and promotes ethics and ethical decision-making, sustainability and global citizenship as central to the conduct of effective business and management.

Part D: External Reference Points and Benchmarks

The following reference points and benchmarks have been used in the design of the programme:

The learning outcomes of the programme map against both the QAA subject benchmark statement for General Business and Management, the CMI Level 5 professional body benchmarks and the following University and Faculty strategies and policies:

University strategies and policies:

University's 2020 Strategy

University Strategic Plan

UWE Charter

Faculty strategies and policies:

Blended Learning Framework

Curriculum Principles

Employability Strategy

Faculty of Business and Law LTA Strategy

Staff research projects:

Where ever possible staff are encouraged to utilize their research – and that of colleagues – to inform their teaching, both in terms of content and pedagogic approach.

Employer interaction and feedback:

Employers and alumni are regularly consulted to ensure the currency and relevance of the programme.

QAA UK Quality Code for HE:

Framework for higher education qualifications (FHEQ)

Subject benchmark statements

Qualification characteristics for Foundation degrees and Master's degrees

Strategy 2020

University policies

Staff research projects

Any relevant PSRB requirements

Any occupational standards

Part E: Regulations

Approved to University Regulations and Procedures.