Undergraduate Programme Specification

Session	2025/26	**Last Modified**	11/2024
Named Award Title	BA (Hons) Business & HRM		
Award Title for Each Award	BA (Hons) Business & HRM BA Business & HRM Dip HE Business Cert HE Business		
Date of Approval	July 2021		
Details of Cohort Applies to			
Awarding Institution	University of the West of Scotland	**Teaching Institution(s)**	University of the West of Scotland
Language of Instruction & Examination		English	
Award Accredited by		Chartered Institute of Personnel & Development (CIPD)	
Maximum Period of Registration		Refer to Authorised Interruption Guidence Notes (uws.ac.uk)	
Duration of Study			
Full-time	4 years	**Part-time**	6 Years
Placement (compulsory)	N/A		
Mode of Study	Full-time Part-time		
Campus	Ayr Dumfries	Lanarkshire London Paisley X	Online / Distance Learning Other (specify)

School	Business & Creative Industries
Divisional Programme Board	Management, Organisations & People
Programme Leader	S Hofmann

Admissions Criteria

Candidates must be able to satisfy the general admission requirements of the University of the West of Scotland as specified in Chapter 2 of the University Regulatory Framework together with the following programme requirements:

SQA National Qualifications:

Grades B, B, B, C @ Higher including English. Mathematics at least at standard grade.

Or GCE
Grades C, C, C @ A level plus 3 GCSEs including English and Mathematics.

Or SQA National Qualifications / Edexcel Foundation
At the programme leader's discretion, advanced/direct entry is possible to the programme at SCQF Levels 8, 9 and 10, with the necessary qualifications and/or pre-requisites.

In order to qualify for advanced/direct entry into second year (level 8) or third year (level 9), applicants holding a HNC, HND, DipHE or other equivalent qualification will have successfully completed an appropriate amount of HRM-related programme content (units/modules) at their previous institution.

In order to qualify for advanced/direct entry into fourth year (level 10), applicants will have successfully completed an undergraduate degree in Human Resource Management or equivalent (CIPD membership and qualification not available with level 10 entry).

Support arrangements are in place to assist the integration of those students joining the programme in this way.

Other Required Qualifications/Experience
At the Programme Leader's discretion, applicants may also be considered with other academic, vocational or professional qualifications and/or experience deemed to be equivalent.

Further desirable skills pre-application
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General Overview

The BA(Hons) Business & HRM at the University of the West of Scotland is a highly specialist degree programme, designed to support and develop current and future professionals in human resource and people management.

In line with the UWS Curriculum Framework, aiming for flexibly (using best-in-class technologies and pedagogies, meeting the learning needs of students in contemporary Scotland) and inclusive (recognising the diversity of the student body, and the need to be accessible to all) education, the programme is designed around the various needs of our diverse student body. This means the programme is offered on a full- and part-time basis across all four years.

The programme has been accredited by the Chartered Institute of Personnel and Development (CIPD) (PENDING), and therefore meets the highest standards in the profession of human resource and people management. For that reason, the programme design is driven by the CIPD Core Knowledge and Core Behaviour, in line with the CIPD CPD Map, as outlined below:

- **Core knowledge:** People Practice; Culture and Behaviour; Business Acumen; Analytics and Creating Value; Digital Working; and Change.
- **Core behaviour:** Ethical Practice; Professional Courage and Influence; Valuing People; Working Inclusively; Passion for Learning; Insights Focused; and Situational Decision Making; Commercial Drive.

On successful completion of the Honours degree, students will obtain the Level 5 (Intermediate) qualification from the Chartered Institute of Personnel and Development (CIPD). Furthermore, both the university and the programme aim at making a contribution not only to the human resource and people management profession, but also to communities and the wider society. This is nurtured by a pro-active approach towards incorporating the UN Sustainable Development Goals (UNSDG), with a focus on the following:

- **UNSDG 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all;
- **UNSDG 5:** Achieve gender equality and empower all women and girls.

The aim of working towards achieving these principles are embedded throughout the entirety of the BA(Hons) Business & HRM at UWS, and through the provision of the opportunity to develop requisite knowledge, critical thinking and skills. The programme has been designed to deliver up-to-date practical and professional skills, underpinned by appropriate academic theory. This is fostered by a comprehensive learning journey, supported by a clear programme structure — in line with the UWS Curriculum Framework, aimed at delivering coherent and authentic education:

- **Year 1: Foundation of Business, Human Resource & People Management:**

First year lays the groundwork for the successful completion of the degree programme in Business & HRM by providing an overarching outline of key business- and HRM-related concepts. These include a fundamental understanding of people management, marketing, accounting and finance, among others.

- **Year 2: Generalist Human Resource & People Management:**

Second year of the programmes focuses on the further development of a generalist understanding of human resource and people management, the role it plays in organisations and its contribution to organisational success. This also includes areas such as organisational behaviour, employee health and well-being and talent management.

- **Year 3: Professionalism in Human Resource & People Management:**

Third year places a strong emphasis on the understanding and alignment of skills, knowledge and behaviours to the CIPD CPD Profession Map, as well as helping students to develop key research skills, preparing them for their Honours Project in fourth year. In addition, third year outlines contemporary issues in HRM, such as technology and sustainability, employee performance and reward, and the employment relationship.

- **Year 4: Specialism in Human Resource & People Management:**

In fourth year, students will explore a variety of more specialist areas within human resource & people management, including HR Strategy & Change, HR Policy & Practice, international HRM and Equality, Diversity & Inclusion. This is further nurtured by the completion of the Honours Project, where students will conduct their own research project, exploring a contemporary issue in human resource & people management in great depth.

Therefore, the programme takes a strategic approach to developing skills and knowledge across all four years, throughout which it develops students' intellectual and imaginative understanding and judgement, the ability to resolve problems effectively and the ability to recognise the relevance of a wide variety of approaches fundamental to human resource and people management. The programme engenders an analytical and creative approach, encourage independent judgement and critical self-awareness all directed towards continual improvement in the business and human resource/people areas.
Students studying for a single title in Business & HRM are expected to achieve all of the learning outcomes of this programme. The programme is delivered on a full-time basis and can be completed in four years for an Honours degree and three years for an Ordinary degree. The part-time programme is delivered during the day and can be completed on a flexible basis.
On completion of the BA(Hons) Business & HRM, graduates may follow a variety of routes at post-graduate level both within the University and at other Higher Education Institutions. These may be at Masters level or Research degrees. They may also pursue professional advanced Human resource qualifications accredited by the Chartered Institute of Personnel and Development (CIPD).

Typical Delivery Method

The BA (Hons) Business & HRM programme is delivered on campus, providing an immersive and engaging learning environment. Full-time students can expect to have 3 hours of contact time per module each week, with three modules typically taken each term. This structure allows students to build strong foundational knowledge and engage with course content in depth, supported by face-to-face interactions with faculty and peers. The on-campus delivery ensures students benefit from a collaborative learning experience and immediate access to campus resources, enhancing their understanding and application of key business and HRM concepts.

Any additional costs

CIPD Student Membership fees

Graduate Attributes, Employability & Personal Development Planning

In line with the UWS Curriculum Framework, the BA(Hons) Business & HRM utilises a range of learning, teaching and assessment methods to enable learning outcomes to be achieved — fostered by the university's contemporary approach to hybrid learning. This approach exposes students to the wide range of learning, teaching and assessment methods in order to assist in the development of a variety of skills within students and to achieve a wide range of learning outcomes. The learning outcomes throughout the programme have been designed to ensure that, in addition to the development of knowledge and understanding of the business environment and HRM, students will have the opportunity to develop academic and employability-focused skills and attributes that are most valuable in the labour market.
In supporting and reinforcing the development of these skills, students undertake the Aspire throughout year 1, 2 and 3. These modules focus on personal development planning and student reflection, as well as the development of abilities in areas such as numeracy, languages, study skills, writing skills, time management skills etc.
Furthermore, the programme aims at providing a meaningful balance between academic knowledge and employability-focused skills within its assessment strategy. This includes the use of written assignments, presentations, assessment centres/in-trays, role plays, among others.

Work Based Learning/Placement Details

There are no formal arrangements for Work-based learning and/or placement opportunities currently embedded into the programme. However, we support our students in obtaining relevant work experience.

Attendance and Engagement

In line with the Student Attendance and Engagement Procedure, Students are academically engaged if they are regularly attending and participating in timetabled on-campus and online teaching sessions, asynchronous online learning activities, course-related learning resources, and complete assessments and submit these on time.

For the purposes of this programme, academic engagement equates to the following:

Students should also reference the 'BCI Guidance on Implementation of the Revised Student Attendance and Engagement Procedure' which details the School attendance and engagement requirements and how this will be monitored for attendance.

Equality and Diversity

The University's Equality, Diversity and Human Rights Procedure can be accessed at the following link: UWS Equality, Diversity and Human Rights Code.

To meet the diverse needs of our student body, we are dedicated to adapting learning experiences where required. This personalised one-to-one approach ensures that all students can succeed, regardless of their background or circumstances. By embracing and promoting these principles, we aim to cultivate a learning community where everyone feels valued, supported, and empowered to achieve their full potential.

Programme structures and requirements, SCQF level, term, module name and code, credits and awards (Chapter 1, Regulatory Framework)

Learning Outcomes

SCQF LEVEL 7 Learning Outcomes	
Knowledge and Understanding	
A1	
A2	
A3	
A4	
A5	
Practice - Applied Knowledge and Understanding	
B1	
B2	
B3	
B4	
B5	
Communication, ICT and Numeracy Skills	
C1	
C2	
C3	
C4	
C5	
Generic Cognitive Skills - Problem Solving, Analysis, Evaluation	
D1	
D2	
D3	
D4	

D5	
Autonomy, Accountability and Working with Others	
E1	
E2	
E3	
E4	
E5	

Level 7 Modules

CORE

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	

Footnotes for Core Modules

Students on this programme may not be eligible for compensation in certain modules due to accreditation requirements of the Chartered Institute of Personnel & Development (CIPD)

Level 7 Modules

OPTION

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	

Footnotes for Option Modules

Those modules marked as * are the recommended optional modules BA (Hons) Business with HRM students

Students on this programme may not be eligible for compensation in certain modules due to accreditation requirements of the Chartered Institute of Personnel & Development (CIPD)

Level 7

Criteria for Progression and Award
Please refer to UWS Regulatory Framework for related regulations

To progress to the next level of study (i.e. SCQF level 8), students are expected to complete the full 120 credit points each year. However, a student who has not earned passes in up to 40 credits points-worth of modules may be allowed to progress to the next level of study with deficit in accordance with reg. 3.13 of UWS Regulatory Framework.

In line with reg. 1.21 of the UWS Regulatory Framework, students who complete 120 credit points at SCQF Level 7, including all core modules at this level, will be eligible for a Certificate of Higher Education (CertHE) in Business exit award. Students who complete 120 credit points at SCQF Level 7 without completing at least one core module at that level, will be eligible for a Certificate of Higher Education (CertHE) in Combined Studies exit award (see reg. 1.61 of the UWS Regulatory Framework). Awards shall be made with distinction in line with regs. 3.25-3.26 of the UWS Regulatory Framework.

For further information, please refer to the UWS Regulatory Framework and the Student Experience Policy Statement.

SCQF LEVEL 8 Learning Outcomes	
Knowledge and Understanding	
A1	Demonstrate a broad knowledge and understanding of specific areas of Human Resource Management, with a detailed knowledge in some areas
A2	Understand how different areas of Human Resource Management fit together and operate in the context of the working environment
A3	Understand a limited range of theories, principles and contexts in Human Resource Management with some understanding of major specialisms and current issues
A4	N/A
A5	N/A
Practice - Applied Knowledge and Understanding	
B1	Demonstrate an ability to apply theoretical frameworks to organisational settings
B2	Use a range of personal and Human Resource Management Skills, mainly at routine level, but with some at a more advanced/complex level
B3	Conduct routine levels of enquiry, development or investigation into Human Resource Management and Business and Management issues
B4	N/A
B5	N/A
Communication, ICT and Numeracy Skills	
C1	Use a range of communication skills and some advanced and specialised skills to convey complex information to a range of audiences and for a range of purposes
C2	Use a range of routine skills and techniques in more complex situations
C3	Use interpersonal skills of effective listening, persuasion and presentation
C4	N/A
C5	N/A
Generic Cognitive Skills - Problem Solving, Analysis, Evaluation	
D1	Develop an outline knowledge and understanding of management research and academic processes.
D2	Undertake analysis, evaluation and synthesis of basic business concepts, information and arguments relevant to the discipline
D3	Select and use problem-solving techniques to critically investigate and evaluate routine Human Resource Management issues

D4	N/A
D5	N/A
Autonomy, Accountability and Working with Others	
E1	Exercise autonomy and initiative in some activities with appropriate guidance
E2	Take continuing account of own and others' roles, responsibilities and contributions in carrying out and evaluating tasks
E3	Systematically identify and address own learning needs in current areas, associated with the research and critical analysis of Human Resource Management
E4	N/A
E5	N/A

Level 8 Modules

CORE

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
8	HURM08001	Organisational Behaviour	20	✓			
8	BUSN08062	People, Planet and Profit	20	✓			
8	HURM08002	The HR Function	20	✓	✓		
8	BUSN08063	Business Processes	20	✓	✓		
8	HURM08003	Talent Management	20		✓		

Footnotes for Core Modules

Students on this programme may not be eligible for compensation in certain modules due to accreditation requirements of the Chartered Institute of Personnel & Development (CIPD)

Level 8 Modules

OPTION

		Module Title	Credit	Term	Footnotes

SCQF Level	Module Code			1	2	3	
8	BUSN08066	Workplace Health and Wellbeing	20		✓		
8	ACCT08017	Business Statistics	20		✓		
8	BUSN08058	Business Accelerator	20		✓		
8	BROA08005	Recorded Audio Formats	20		✓		
		Students may wish to choose any other optional module(s) from across the institution, including a language option, such as Arabic, French, German, Mandarin & Spanish. Please pay attention to the timetable before making your choice.					

Footnotes for Option Modules

Those modules marked as * are the recommended optional modules BA (Hons) Business with HRM students.

Students on this programme may not be eligible for compensation in certain modules due to accreditation requirements of the Chartered Institute of Personnel & Development (CIPD)

Level 8

Criteria for Progression and Award

Please refer to UWS Regulatory Framework for related regulations

To progress to the next level of study (i.e. SCQF level 9), students are expected to complete the full 120 credits each year. However, a student who has not earned passes in up to 40 credits-worth of modules may be allowed to progress to the next level of study with deficit in accordance with reg. 3.13 of UWS Regulatory Framework.

In line with reg. 1.21 of the UWS Regulatory Framework, students who complete 240 credit points, including at least 90 credits points at SCQF Level 8 or above, including all core modules at this level, will be eligible for a Diploma of Higher Education (DipHE) in Business exit award. Students who complete 240 credit points, including at least 90 credits points at SCQF Level 8 or above, without completing at least one core module at this level, will be eligible for a Diploma of Higher Education (DipHE) in Combined Studies exit award (see reg. 1.61 of the UWS Regulatory Framework). Awards shall be made with distinction in line with regs. 3.25-3.26 of the UWS Regulatory Framework.

For further information, please refer to the UWS Regulatory Framework and the Student Experience Policy Statement.

SCQF LEVEL 9 Learning Outcomes (Maximum of 5 per heading)	
Knowledge and Understanding	
A1	Demonstrate knowledge and critical understanding of a substantial range of major issues, concepts, values and principles of Business and Human Resource Management
A2	Demonstrate an understanding and in context some of the substantive areas of Human Resource Management and knowledge of forefront developments
A3	Demonstrate an understanding of the Human Resource Management profession and the specialist areas embraced within the discipline
A4	N/A
A5	N/A
Practice - Applied Knowledge and Understanding	
B1	Undertake independent research into Human Resource Management and/or related business disciplines
B2	Use a selection of Human Resource Management skills, techniques, practices and/or materials including some that are specialised/advanced level
B3	Reflect critically on their own learning and interact effectively with tutors and peers
B4	Communicate in a clear, systematic and concise way for a range of different purposes and audiences
B5	N/A
Communication, ICT and Numeracy Skills	
C1	Effectively interpret, use and evaluate numerical and graphical data
C2	Use a range of IT applications to support and enhance work
C3	Use a range of communication skills and some advanced and specialised skilled to convey complex information to a range of audiences for a range of purposes
C4	N/A
C5	N/A
Generic Cognitive Skills - Problem Solving, Analysis, Evaluation	
D1	Use knowledge, understanding and skills to critically evaluate and formulate evidence-based arguments and identify solutions to clearly define problems of a generally routine nature
D2	Identify and address own learning needs within defined contexts and to undertake independent learning with limited guidance
D3	N/A

D4	N/A
D5	N/A
Autonomy, Accountability and Working with Others	
E1	Exercise a degree of independence and initiative in carrying out more complex activities which are sometimes set in challenging contexts
E2	Identify learning needs through reflection based on tutor, self and peer evaluation of performance in the more complex activities set in challenging contexts
E3	Develop coping strategies of operating effectively within a team on complex activities in challenging contexts
E4	Be aware of and deal with ethical issues of relevance to the Human Resource Management profession
E5	N/A

Level 9 Modules

CORE

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
9	HURM09002	Managing Performance & Reward	20	✓			
9	HURM09006	Professional Practice HRM	20	✓			
9	TBC	Organisation Strategy and Culture	20	✓			
9	TBC	Research Design & Methods	20		✓		
9	HURM09005	Critical Employment Relations	20		✓		
9	HURM09008	HR Systems & Analytics	20		✓		

Footnotes for Core Modules

Students on this programme may not be eligible for compensation in certain modules due to accreditation requirements of the Chartered Institute of Personnel & Development (CIPD)

Level 9 Modules

OPTION

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
Footnotes for Option Modules							

Level 9

Criteria for Progression and Award
Please refer to UWS Regulatory Framework for related regulations

To progress to the next level of study (i.e. SCQF level 10), students are expected to complete the full 120 credits each year. However, a student who has not earned passes in up to 20 credits-worth of modules may be allowed to progress to the next level of study with deficit in accordance with reg. 3.14 of UWS Regulatory Framework.

In line with reg. 1.21 of the UWS Regulatory Framework, students who complete 360 credit points, including at least 90 credits points at SCQF Level 9 or above, including all core modules at this level, will be eligible for a Bachelor s Degree (BA) Business with HRM exit award. Students who complete 360 credit points, including at least 90 credits points at SCQF Level 9 or above, without completing at least one core module at this level, will be eligible for a Bachelor s Degree (BA) in Combined Studies exit award (see reg. 1.61 of the UWS Regulatory Framework). Awards shall be made with distinction in line with regs. 3.25-3.26 of the UWS Regulatory Framework.

For further information, please refer to the UWS Regulatory Framework and the Student Experience Policy Statement

SCQF LEVEL 10 Learning Outcomes (Maximum of 5 per heading)	
Knowledge and Understanding	
A1	Demonstrate and/or work with knowledge that covers and integrates most of the principle areas, features and boundaries, terminology and conventions of the Business and Human Resource Management disciplines
A2	Systematically identify and address their own learning needs both in current and new areas, making use of research, development and professional materials, including those related to the forefront of Human Resource Management developments
A3	Execute a defined Human Resource Management dissertation of research or investigation involving the evaluation and synthesis of a variety of sources including academic literature in order to identify, define, conceptualise and analyse complex Human Resource Management problems and issues in order to arrive at conclusions
A4	N/A
A5	N/A
Practice - Applied Knowledge and Understanding	
B1	Analyse problems in terms of Human Resource Management concepts and apply appropriate principles to propose solutions
B2	Interpret and explain complex Human Resource Management concepts
B3	Retrieve, interpret and manipulate primary and secondary information from a variety of sources including electronic sources
B4	Identify accurately the issues which require researching
B5	Maintain the skills of enquiry, investigation, analysis, evaluation and judgement necessary to undertake a sustained piece of individual research on a chosen topic with minimal guidance
Communication, ICT and Numeracy Skills	
C1	Communicate effectively and appropriately in speech and writing at an advanced level and to a range of audiences
C2	Read complex primary materials and find key statements form them
C3	Make use of and evaluate numerical and statistical information
C4	Make effective use of information retrieval systems and use information technology applications to present documents in an appropriate form
C5	Distinguish between alternative opinions on the basis of evidence presented in coherent and logical arguments
Generic Cognitive Skills - Problem Solving, Analysis, Evaluation	
D1	Maintain expertise in the skills of enquiry, investigation, analysis, evaluation and judgement necessary to undertake a sustained piece of individual research on a chosen topic

D2	Engage in discourse in relation to business related studies and associated ethical issues
D3	Give reasons for opinions and identify flaws in arguments in relation to a business related discipline
D4	Adopt an evaluative approach to the study of business and Human Resource Management subjects
D5	Bring together information from a variety of sources, including research publications
Autonomy, Accountability and Working with Others	
E1	Exercise a degree of independence and initiative in carrying out complex activities some of which are set in challenging professional contexts
E2	Identify learning needs through reflection based on tutor, self and peer evaluation of performance in complex activities set in challenging professional contexts sometimes involving ethical considerations
E3	Develop coping strategies for operating effectively within a team on complex activities in challenging contexts including working as a peer with a qualified professional
E4	Be aware of current Human Resource Management professional and ethical codes, recognise the limits of the codes and seek guidance where appropriate
E5	N/A

Level 10 Modules

CORE

SCQF Level	**Module Code**	**Module Title**	**Credit**	**Term**			**Footnotes**
				1	**2**	**3**	
10	HURM10009	Transformational HRM	20	✓			
10	HURM10004	Managing Equality & Diversity	20	✓			
10	HURM10002	HR Policy & Practice	20		✓		
10	HURM10005	Critical Issues in International HRM	20		✓		
10	HURM10006	HRM Honours Dissertation	40	✓	✓		
Footnotes for Core Modules							

Level 10 Modules

OPTION

SCQF Level	Module Code	Module Title	Credit	Term			Footnotes
				1	2	3	
Footnotes for Option Modules							

Level 10

Criteria for Award
Please refer to UWS Regulatory Framework for related regulations

In line with reg. 1.21 of the UWS Regulatory Framework, students who complete 480 credit points, including at least 90 credits points at SCQF Level 10 or above, including all core modules at this level, will be eligible for a Bachelor s Degree with Honours BA (Hons) Business with HRM exit award. Students who complete 480 credit points, including at least 90 credits points at SCQF Level 10 or above, without completing at least one core module at this level, will be eligible for a Bachelor s Degree with Honours (BA (Hons)) in Combined Studies exit award (see reg. 1.61 of the UWS Regulatory Framework). Awards shall be made with distinction in line with regs. 3.25-3.26 of the UWS Regulatory Framework.

For further information, please refer to the UWS Regulatory Framework and the Student Experience Policy Statement.

Regulations of Assessment

Candidates will be bound by the general assessment regulations of the University as specified in the University Regulatory Framework.

An overview of the assessment details is provided in the Student Handbook and the assessment criteria for each module is provided in the module descriptor which forms part of the module pack issued to students. For further details on assessment please refer to Chapter 3 of the Regulatory Framework.

To qualify for an award of the University, students must complete all the programme requirements and must meet the credit minima detailed in Chapter 1 of the Regulatory Framework.

Combined Studies

There may be instances where a student has been unsuccessful in meeting the award criteria for the named award and for other more generic named awards existing within the School. Provided that they have met the credit requirements in line with the SCQF credit minima (please see Regulation 1.21), they will be eligible for a Combined Studies award (please see Regulation 1.61).

For students studying BA, BAcc, or BD awards the award will be BA Combined Studies.

For students studying BEng or BSc awards, the award will be BSc Combined Studies.

Version no: 1

Change/Version Control

What	When	Who