

UNIVERSITY OF THE
WEST of SCOTLAND

UWS

Studying HRM @ UWS

BA(Hons) Business & HRM:
Programme Information

CIPD
Approved centre

UNIVERSITY OF THE
WEST OF SCOTLAND
UWS

HRM
Society

UNIVERSITY OF THE
WEST OF SCOTLAND
UWS

HRM
ALUMNI

HRM
engagement



UNIVERSITY OF THE
WEST of SCOTLAND
UWS

Contact: Silvio Hofmann (Programme Leader)
email: silvio.hofmann@uws.ac.uk

Web: Click **HERE** for general Programme Information
(UWS Website)

Table of Contents

Why study HRM @ UWS... 4

...because we're a supportive University.....	4
...because it is an exciting Programme.....	5
...because of the enthusiastic Team.....	6

HRM beyond the Classroom8

...through the new HRM Society.....	8
...through a new HRM Alumni Network.....	8
...through our Engagement Event.....	9

Your Entry into Success..... 10

New Students: 1st Year.....	10
Direct Entry: 2nd Year.....	10
Direct Entry: 3rd Year.....	11

Module Information & Choices 11

General Information.....	11
1st Year (Level 7) Modules.....	12
2nd Year (Level 8) Modules.....	13
3rd Year (Level 9) Modules.....	14
4th Year (Level 10) Modules.....	15



Why study HRM @ UWS...

...because we're a supportive University



There are great reasons why studying with us benefits you:

- ✓ Enthusiastic staff supporting you on your journey;
- ✓ Excellent support mechanism (e.g. personal tutoring);
- ✓ Engaging and supportive learning environment; and
- ✓ Ongoing development of co-curricular activities.

We offer you opportunities for helping you develop academic and employability skills through, e.g.:

- ✓ HRM Society;
- ✓ Enterprising Activities;
- ✓ Support with...
 - ▶ ...Placements/ Internships;
 - ▶ ...Part-time work;
 - ▶ ...Volunteering;



We look forward to welcoming you @ UWS



...because it is an exciting Programme

The University of the West of Scotland was the first Scottish Institution offering an HRM Undergraduate Programme with professional accreditation



CIPD

Approved centre

by the Chartered Institute of Personnel and Development (CIPD) – and continues to do so – ensuring that our education meets the highest professional standards within HRM.

The aim of the BA(Hons) Business & HRM programme is to provide students with 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 academic theory which will produce graduates who are ready to enter the workplace as HRM professionals or may expand into postgraduate studies.



... of our Students
are happy with the
programme!

(NSS 2019 – Overall
Student Satisfaction)

The curriculum covers a variety of key HRM areas; including Talent Management, Critical Employment Relations, Managing Performance and Reward, HR Strategy, HRM Research Design, Equality and Diversity, International HRM, among others.

...because of the enthusiastic Team

Here at UWS, we pride ourselves on our engaging & supportive teaching staff from many disciplines, including a team of enthusiastic HRM lecturers...



Dr Silvio Hofmann

Lecturer in HRM / Programme Leader

I am a lecturer and programme leader in HRM, with a particular interest in and passion for equality & diversity research. Also, I deliver the HRM Research Design module to our HRM students Equality & Diversity in Practice, etc.
email: silvio.hofmann@uws.ac.uk



Dr Mohammed Ishaq

Reader in HRM / HRM Unit Lead

I am a reader in HRM and also the Unit Lead for the HRM Group. I specialise in research into equality and diversity issues especially in relation to diversity management in the the public sector and with specific focus on gender, race and religion. I teach the HRM Honours dissertation and supervise doctoral students.
email: mohammed.ishaq@uws.ac.uk

Dr Stephen Gibb Senior Lecturer in HRM

I am Fellow of the CIPD (FCIPD), with over 50 articles, papers and books on management and organization, HRM, coaching and mentoring, incorporating project experience and research in a variety of organizations including the NHS in Scotland and Wales, Scottish Local Authorities, and SMEs.
email: stephen.gibb@uws.ac.uk



Lorraine Quinn

Senior Lecturer (Learning & Teaching)



I am a Senior Lecturer Learning & Teaching, with over twenty years of teaching experience in the area of HRM at both Undergraduate and Post- graduate programmes.
My module: HR Professional Practice.

email: lorraine.quinn@uws.ac.uk



Mbusiro Chacha (Truu)

Lecturer in HRM



I am a Lecturer in HRM. My areas of interest include occupational health and safety and employee well-being. I also teach Organisational Design and Facilitation Skills.

email: mbusiro.Chacha@uws.ac.uk

Dr Andrew Burnett

Lecturer in Management & Organisation

I am a lecturer in Management & Organisation. My research focuses on critical approaches to management and organisation with a particular interest in the application of ethical judgement in managerial contexts, and the enhancement of social justice through critical management praxis and pedagogy.

email: andrew.burnett@uws.ac.uk

Jane Russell

Lecturer in HRM



I am lecturer in HRM with over 15 years experience teaching into undergraduate and postgraduate programmes; prior to this I was an HR practitioner. My modules: HRM in the Workplace and Managing Performance & Reward.

email: jane.russell@uws.ac.uk

Dr Shuai Zhang

Lecturer in HRM

I am a lecturer in HRM. My research interests are Talent Management and International HRM. I teach a variety of HR undergraduate and postgraduate modules.

email: shuai.zhang@uws.ac.uk



Dr Kae Reynolds

Lecturer in HRM



I am a lecturer in the HRM Unit. My specialism comprises ethical & cultural aspects of leadership & leadership development. I enjoy exploring the social context of leadership through rhetoric, film, media & cultural artefacts.

email: kae.reynolds@uws.ac.uk

HRM beyond the Classroom

...through the new HRM Society

In January 2019, we officially launched our new



HRM Society, fundamentally

set up by our third year students. The

HRM Society's aim is to create a support network for students, share experiences and arrange events. The HRM Society's motto:

A Society for HRM Students, by HRM Students.

Upon starting your HRM programme, you will meet the society and be encouraged to join – becoming a part of our HRM Community.



hrmsociety@sauws.org.uk



sauws.org.uk/society/7212/



facebook.com/uws.hrms



instagram.com/uws.hrms



linkedin.com/groups/8732939

...through a new HRM Alumni Network

We are very keen to develop strong relationships with our alumni, and with the industry. Hence, we now have a dedicated HRM Alumni Network and we are working towards developing access to HRM employment opportunities for our students, getting former students in for guest lectures and running net-working events, etc.



...through our Engagement Event

Business Economics with HRM graduate, and

HRM
engagement event

Group Head of People at

Arnold Clark, Lynne McBurney

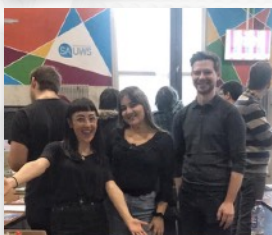
was the keynote speaker at the *HRM Engagement Event* on 30 January 2019.



Over 50 students attended to hear Lynne McBurney's talk, and presentations from the Chartered Institute of Personnel and Development (CIPD), the professional association for HRM professionals, and colleagues from Careers and Alumni.

Guest Speaker: Lynne McBurney

Lynne graduated in 1998 from the Paisley Campus and joined Arnold Clark over 13 years ago as an HR advisor rising to Group Head of People. She was awarded the Rising Star title for the 2018 Diversity Awards for her work in making Arnold Clark an inclusive and supportive workplace. Lynne also collected the Employer of the Year award at the 2018 Business Women Scotland and WES Scotland Awards.



Watch the video
to see more from
the Event
(Click [HERE](#) to
access YouTube)

WWW

Your Entry into Success

New Students: 1st Year

Students joining the programme with High School qualifications must meet these requirements:

Grades B, B, B, C @ Higher, including English;
Mathematics at least at National 5 or equivalent.

Applicants may also be considered with other academic, vocational or professional qualifications deemed to be equivalent.



Direct Entry: 2nd Year

Students successfully completing an HNC in Human Resource Management will normally qualify for direct entry into second year (level 8). Additional standard offers include an HNC Business and HNC Leadership & Management, assuming the completion of the following college units:

HNC Business

	College Unit Title	Code	Cr.	Level
Year 1 (Core Unit)	Managing People and Organisations	F84T 34	2	7
Year 1 (Option Unit)	Human Resource Mgt.: Introduction	H1XP 34	1	7

HNC Leadership & Management

	College Unit Title	Code	Cr.	Level
Year 1 (Core Unit)	Managing People	J1F5 34	2	8
AND				
Year 1 (Restricted)	Managing People and Organisations	F84T 34	2	7
OR				
Year 1 (Option Unit)	Human Resource Management: Introduction	H1KP 34	1	7

Direct Entry: 3rd Year

Students successfully completing an HND in Human Resource Management normally qualify for direct entry into third year (level 9). Additional standard offers include an HND Business and HND Leadership & Management, assuming the completion of the following college units (in addition to the HNC units above):



HND Business

	College Unit Title	Code	Cr.	Level
Year 2 (Option Unit)	Business Culture and Strategy	F7J7 35	2	8
	Behavioural Skills for Business	J1BW 35	1	8

HND Leadership & Management

	College Unit Title	Code	Cr.	Level
Year 2 (Option Unit)	Business Culture and Strategy	F7J7 35	2	8
	Behavioural Skills for Business	J1BW 35	1	8

Module Information & Choices

Click [HERE](#) for more Detailed Information

WWW

General Information

You will be required to successfully complete all core modules. The options shown on the next pages are indicative options, but you may choose any modules at the institution.

We also offer the opportunity to make any HRM-related work experience credit-bearing (max. 20).

1st Year (Level 7) Modules

Your first year aims to provide you with a fundamental understanding of the multidisciplinary nature of business including, accounting and finance, marketing, HR management and business management in a global context, as well as main concepts of people management.



Term 1 (September – December)

Code	Title	C/O	Cr.	Weeks	
				1-8	9-15
BUSN07026	Introducing People Management	Core	20	✓	
ACCT07014	Exploring Finance	Core	10		✓
MARK07006	Introduction to Marketing	Core	10		✓
LAWW07012	Contract Law	Option	10	✓	
BUSN07033	Exploring Global Citizenship	Option	10	✓	
TOUR07004	Discovering Events	Option	10	✓	
BUSN07035	Workplace Health & Safety **	Opt.	10		✓

Term 2 (January – May)

Code	Title	C/O	Cr.	Weeks	
				1-8	9-15
ECON07006	Global Economics	Core	20	✓	
BUSN07030	HRM in Business Context	Core	20	✓	
ACCT07015	Exploring Mgt. Accounting	Core	10		✓
BUSN07032	Entrepreneurial Opportunities	Option	10	✓	
BUSN07028	Management Information	Option	10	✓	
BUSN07034	Understanding Org. Design **	Option	10		✓
BUSN07029	Leadership & Management Skills	Option	10		✓

Students may wish to choose a Language Option, including Arabic, French, German, Mandarin & Spanish.

**** Recommended Option**

2nd Year (Level 8) Modules

Second year is aimed at an understanding of how different areas of HRM fit together and operate in the context of the working environment as well as starting to develop some understanding of issues and specialisms.



Term 1 (September – December)

Code	Title	C/O	Cr.	Weeks	
				1-8	9-15
BUSN08036	Organisational Behaviour	Core	20	✓	
BUSN08038	Talent Management	Core	20	✓	
BUSN08034	Business in Action	Option	20	✓	
LAWW08017	Consumer Law	Option	10	✓	
BUSN08043	Business Ethics	Option	10	✓	
BUSN08041	Becoming A Global Citizen	Option	10		✓
BUSN08035	Business Intelligence	Option	10		✓
TOUR08011	International Outdoor Events	Option	10		✓

Term 2 (January – May)

Code	Title	C/O	Cr.	Weeks	
				1-8	9-15
BUSN08050	Facilitation Skills	Core	10	✓	
BUSN08037	HR Professional Practice	Core	20	✓	
BUSN08047	HR Service Delivery	Core	10		✓
BUSN08032	Creative Business Project	Option	20	✓	
ECON08005	Global Macroeconomic Policies	Option	20	✓	
MARK08009	Contemp. Consumer Behaviour	Option	20	✓	

BUSN08033	Professional Development Experience 1	Option	20	HRM-Work Experience
Students may wish to choose a Language Option, including Arabic, French, German, Mandarin & Spanish.				

**** Recommended Option**

3rd Year (Level 9) Modules

Third year is aimed at a critical understanding of a substantial range of major issues, concepts, values and principles of HRM and specialist areas within HR.



Term 1 (September – December)

Code	Title	C/O	Cr.	Weeks	
				1-8	9-15
BUSN09040	HRM in the Workplace (DE Only)	Core	20	✓	
BUSN09039	Managing Performance & Reward	Core	20	✓	
MARK09016	Marketing Communications Mix	Opt.	20	✓	
BUSN09057	Strategy & Strategists	Opt.	20	✓	
BUSN09053	Emerging Business Issues	Opt.	10	✓ (fortnightly)	
BUSN09064	Coaching and Mentoring **	Opt.	10	✓	
MARK09017	Marketing Experience	Opt.	10	✓	
BUSN09066	Intercultural Awareness	Opt.	10		✓

Term 2 (January – May)

Code	Title	C/O	Cr.	Weeks	
				1-8	9-15
BUSN09059	HRM Research Design	Core	20	✓	
BUSN09058	Critical Employment Relations	Core	10	✓	
BUSN09060	HR Strategy	Core	10		✓
LAWW09015	Law of Employment **	Opt.	20	✓	
BUSN09042	Enterprise Creation	Opt.	20	✓	
MARK09019	Digital Project	Opt.	20	✓	
BUSN09055	Leadership	Opt.	10	✓	
BUSN09054	Knowledge Mgt. Principles	Opt.	10		✓

BUSN09049	Professional Development Experience 2	Option	20	HRM-Work Experience
Students may wish to choose a Language Option, including Arabic, French, German, Mandarin & Spanish.				

**** Recommended Option**

4th Year (Level 10) Modules

Fourth year concludes your degree, where you will systematically identify and address your 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.



DETAILED INFORMATION NOT YET AVAILABLE

Code	Title	C/O	Cr.	Weeks	
				1-8	9-15
BUSN10049	HRM Honours Dissertation	Core	40	✓	
BUSN10048	Equality & Diversity in Practice	Core	20	TBC	
BUSN10045	Organisation Development	Core	10	TBC	
BUSN10057	The HR Function	Core	20	TBC	
BUSN10051	Consultancy Skills **	Option	10	TBC	
BUSN10056	Employee Engagement **	Option	10	TBC	
BUSN10054	HRM Critical & International **	Option	20	TBC	

BUSN09049	Professional Development Experience 2	Option	20	HRM-Work Experience
Students may wish to choose a Language Option, including Arabic, French, German, Mandarin & Spanish.				

**** Recommended Option**



Scan **QR Code** for general Programme Information (UWS Website)

Scan **QR Code** for detailed Programme & Module Information (UWS PSMD System)



UNIVERSITY OF THE
WEST of SCOTLAND

UWS

UNIVERSITY OF THE
WEST of SCOTLAND
UWS

The University of the West of Scotland is a registered Scottish charity.
Charity number SC002520.

© 2019 University of the West of Scotland

Printed by Printing Services, University of the West of Scotland
Background Photo "White HELLO LED Sign" by Adam Solomon on Unsplash