

Changes to previous information

During the global COVID-19 pandemic, we prioritised the health, wellbeing and safety of our students and staff.

As we start the new academic year, your health, wellbeing and safety remains our top priority. This means when we return to our campuses and buildings in September 2020 social distancing and other health and safety measures will be in place. This is to help keep you, and others around you, safe. We will respond to the requirements of vulnerable students regarding their personal safety on an individual basis.

We remain committed to delivering an outstanding education and student experience both on campus and online. Like most universities, we'll be providing a mix of on-site face-to-face and digital learning and teaching. The exact mix will vary between courses and course modules taking into account teaching requirements and other considerations such as meeting the safety of vulnerable staff.

It is important to emphasise that a face-to-face, on-site experience will be delivered within the Government and Public Health England guidance and providing there are no serious unforeseeable public health issues that result in the Government introducing further lockdown measures.

Our response to the pandemic means we may have made changes to your course. This is to take account of these important health and safety measures.

We ask you to read the information provided about course changes carefully. We detail what we include in our online prospectus and explain what has changed.

You should read our statement of changes alongside any information provided in videos, at open days or in other promotional materials. This is because the information may also have been affected by the changes we had to make. We are providing this information so you can make an informed choice about whether the course remains suitable for you.

When you register for your course, you will be asked to confirm you have read about our changes and you agree to them. It means that by choosing to continue with your application, and register with us, you accept these changes and are happy to study your course with us.

We really look forward to seeing you in the next academic year. In the meantime, if you want to find out more about University life from this September, and being part of our supportive and welcoming community, please visit our [September 2020 web pages](#).

Current published course related information		
Course title	Human Resource Management	No Change
Award level	BSc - Single/combined honours	No Change
How do you want to study?		
Start Date	Sept 2020	No Change
Modes of study	Full-time Full-time with a professional placement Part-time	No Change
Duration	-- 4 years – full-time with a professional placement --	No Change
UCAS code	NA32 N601 – with a professional placement	No Change
Location	Canterbury	No Change
Partner institution	N/A	No Change
Available with a Foundation Year	Yes	No Change
Overview		
	<p>People are at the heart of any business. Our course prepares you for a rewarding career in human resource management.</p> <p>Our Human Resource Management course covers all the areas of people management in organisations, including employee recruitment, development and reward, as well as communications and performance management.</p> <p>You'll develop a breadth of knowledge in a range of subjects that impact directly on all areas of business performance and competitiveness. You'll also gain an understanding of leadership and how the behaviours of individuals and teams contribute to the success of organisations.</p>	No Change

Why study Human Resource Management?

	<p>For a business to thrive it's vital to have a motivated workforce that feels valued, so the effective management of human resources (HR) is key.</p> <p>Our course includes the opportunity to undertake professional work placements meaning you can gain experience and develop new skills that will help your CV stand out from the crowd.</p> <p>You'll have opportunities to examine real-life organisational problems by making the most of the strong links between Christ Church Business School and a wide range of local, regional and national organisations. You'll be exposed to the many different aspects of human resource management so that on completion you are prepared to enter a range of professional and business roles, such as a learning and development specialist, HR partner, recruitment consultant and HR outsourcing consultant. A popular next step is to continue studying at Christ Church and achieve the professional CIPD Advanced Diploma in Human Resource Management.</p>	<p>No Change</p>
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Entry requirements	A typical offer would be 88-112 UCAS Tariff points.	No Change
About the course		
	<p>You'll be able to immerse yourself in many aspects of human resource management (HRM) using a combination of economic, political, psychological and sociological methods. This will give you a deeper understanding of contemporary business issues, management and leadership and can help you decide which career path to follow when you graduate. You'll explore areas including:</p> <ul style="list-style-type: none"> • contemporary business issues • employee development and employee relations • management and leadership. <p>You'll be able to take a work-based learning module in Year 2 and will have the opportunity for a placement year between Years 2 and 3, where you'll gain valuable work experience.</p>	<p>You'll be able to immerse yourself in many aspects of human resource management (HRM) using a combination of economic, political, psychological and sociological methods. This will give you a deeper understanding of contemporary business issues, management and leadership and can help you decide which career path to follow when you graduate. You'll explore areas including:</p> <ul style="list-style-type: none"> • contemporary business issues • employee development and employee relations • management and leadership. <p>You'll be able to take a work-based learning module in Year 2 and will have the opportunity for a placement year between Years 2 and 3, where you'll gain valuable work experience (although because of Covid-19 such experience may be restricted and entail working from home, depending upon the external organisation's policies at that time).</p>
Module information Please note that the list of optional modules and their availability may be subject to change. We continually review and where appropriate, revise the range of modules on offer to reflect changes in the subject and ensure the best student experience. Modules will vary when studied in combination with another subject.		
Core year 1		
	<p>Introductory Accounting and Finance for Business Core module - (20 Credits)</p> <p>In this module, you'll study key accounting and finance topics. You'll be introduced to financial statements and will use several case studies to understand the role of finance in the business environment.</p>	No Change
	<p>Academic and Professional Skills for the Business Context Core module - (20 Credits)</p>	No Change

	<p>This module prepares you for the academic study of business by developing your knowledge of contemporary and emerging business issues. The module is designed to support your personal, academic and professional development and prepare you for work in the modern business environment.</p>	
	<p>Economics Core module - (20 Credits) The aim of this module is to introduce you to the fundamental economic issues stemming from the scarcity of resources. The relationship between business and the economic problem is analysed by means of micro and macroeconomic models to equip you with an understanding of decision-making at the levels of the market, the firm and the nation.</p>	No Change
	<p>Business Information and Analysis Core module - (20 Credits) This module is designed to help you develop a range of statistical and computing skills.</p>	No Change
	<p>Introduction to Marketing Core module - (20 Credits) The aim of the module is to provide you with an introduction to marketing, its fundamental concepts and an overview of marketing practice. You'll cover the development of the marketing concept and examine the ways in which it differs from the production, product, and sales approaches to business. This will develop into a wider understanding of the differences between the operational role of marketing and how it is applied as an organisational focus.</p>	No Change
	<p>Managing People in Organisations Core module - (20 Credits) This module focuses on the behavioural aspects of people management in organisations. By the end of the module, you'll be able to evaluate objectively and understand organisational behavioural situations and determine the best course of action from a range of perspectives.</p>	No Change

Optional year 1		
	N/A	No Change
Core year 2		
	<p>Employee Development and Employee Relations Core module - (20 Credits)</p> <p>You'll examine the development of Learning and Development practice, government policy interventions in Learning and Development for competitiveness; coaching and mentoring, Learning and Development tools, techniques and delivery mechanisms available to practitioners. You'll also focus on the nature of the employment relationship and employee relations in the UK, concepts of employee voice and engagement and power in organisations, trade unionism in the UK; collective bargaining and organisational downsizing and redundancy.</p>	No Change
	<p>Employment Law Core module/single honours only - (20 Credits)</p> <p>You'll learn about the legal frameworks that underpin people practices and policies in organisations, and you'll explore the contexts within which these frameworks operate.</p> <p>Single Honours only.</p>	No Change
	<p>Human Resources Management Core module - (20 Credits)</p> <p>You'll analyse human resource management concepts, operational human resource activities and responsibilities, and will relate these to a range of organisational contexts. You'll focus on: dynamics of workplace, the external environment, managing recruitment and selection, performance management, leading equality and diversity, talent management, reward, learning and development, health and safety, disciplinary and grievances at work and globalisation and the internationalisation of HR.</p> <p>Single and Combined Honours.</p>	No Change
	Research Methods (PR)	No Change

	<p>Core module/single honours only - (20 Credits)</p> <p>This module is designed to enable you to develop your skills and expertise in quantitative and qualitative data analysis, and to independently design and conduct an effective piece of research.</p> <p>Single Honours only.</p>	
	<p>Employability Skills</p> <p>Core module/single honours only - (20 Credits)</p> <p>The aim of the module is to develop your personal effectiveness and employment-related skills to improve your chances of achieving your desired career path. It will help you gain the knowledge and interpersonal skills required to successfully gain employment in your career. You'll become critically self-aware of your own skills and personal strengths and will be able to communicate and promote yourself in a variety of formats to an employer or recruitment officer.</p> <p>Single Honours only.</p>	No Change
Optional year 2		
	<p>Accounting for Business</p> <p>Optional module - (20 Credits)</p> <p>You'll study advanced topics in financial accounting and will develop a good grounding in the financial accounting essentials that any analyst, manager or business owner should possess.</p>	No Change
	<p>Business and Sustainability</p> <p>Optional module - (20 Credits)</p> <p>You'll explore the relationship between business and global sustainability challenges.</p>	No Change
	<p>Digital Business</p> <p>Optional module - (20 Credits)</p> <p>In this module, you'll explore the impact of emerging information and communication technologies on business activities. You'll study how technologies, and in particular data, can be deployed to enhance business activities.</p>	No Change
	Project Management (APM)	Project Management

	<p>Optional module - (20 Credits)</p> <p>You'll critically examine the role of project management within a contemporary business context. You'll learn how specific project management applications play an important role in producing successful business outcomes and you'll study the philosophies, principles, structures and methodologies of project management.</p>	<p>Optional module - (20 Credits)</p> <p>You'll critically examine the role of project management within a contemporary business context. You'll learn how specific project management applications play an important role in producing successful business outcomes and you'll study the philosophies, principles, structures and methodologies of project management.</p>
	<p>Managing not for Profit Organisations and Social Enterprises</p> <p>Optional module - (20 Credits)</p> <p>You'll explore the diverse organisational forms not-for-profit and social enterprises have taken. The focus will be on understanding not-for-profit and social enterprises as standalone organisational and business models. You'll also undertake an experiential learning activity on how to start up a social enterprise, exploring relevant internal organisational processes (e.g. teamwork, organisational culture, decision making processes, information system and management) and their various dimensions.</p>	<p>Not running in 2020/2021</p>
	<p>Innovation and Enterprise Management</p> <p>Optional module - (20 Credits)</p> <p>The aim of the module is to provide you with an understanding of creativity, innovation and problem-solving processes in organisations, and how these contribute to business sustainability and competitiveness. It aims to develop your awareness of how entrepreneurial skills and capabilities impact on and relate to business start-up, development and management.</p>	<p>No Change</p>
	<p>Operations Management</p> <p>Optional module - (20 Credits)</p> <p>You'll critically evaluate the role of operations management within business and other organisations such as not-for-profit and public bodies. You'll learn about the role and function of operations management in contributing to an organisation's competitiveness. This will</p>	<p>No Change</p>

	include analysing the design and delivery of products and services, the management of quality and the management, control and improvement of the operation.	
	<p>Retail Management Optional module - (20 Credits)</p> <p>This module will help you develop a critical awareness and understanding of concepts involved in the modern retail industry through analysis a range of retail business techniques; evaluation of the alternatives in relation to retail management and identifying and understanding developments in retail how they impact on retail management.</p>	No Change
	<p>Management and Leadership (CMI) Optional module - (20 Credits)</p> <p>You'll explore: the context within which management and leadership take place; the historical context within which the fundamental principles of management arise; the context of the external environment which impacts on organisational strategy and may cause ambiguity in relation to organisational objectives, policies, working practices, ethical considerations and management approaches. You'll also explore a range of different perspectives on management and leadership with focus on particular managerial/leadership issues that lead to ambiguities and problems.</p>	<p>Management and Leadership Optional module - (20 Credits)</p> <p>You'll explore: the context within which management and leadership take place; the historical context within which the fundamental principles of management arise; the context of the external environment which impacts on organisational strategy and may cause ambiguity in relation to organisational objectives, policies, working practices, ethical considerations and management approaches. You'll also explore a range of different perspectives on management and leadership with focus on particular managerial/leadership issues that lead to ambiguities and problems.</p>
	<p>Corporate and Business Law Optional module - (20 Credits)</p> <p>You'll develop an understanding of the general legal framework, and of specific legal areas relating to business, so that you're able to recognise when it's necessary to seek specialist legal advice. You'll also learn about compliance with the codes of ethics for professional accountants.</p>	No Change
	<p>Intercultural Experience Optional module - (20 Credits)</p> <p>This module involves working with our overseas collaborative partners and so you</p>	<p>Intercultural Experience Optional module - (20 Credits)</p> <p>This module involves working with our overseas collaborative partners and so</p>

	<p>must be willing and able to travel. You'll have the opportunity to reflect on your experiences both in the UK and abroad, and analyse and record the personal benefits you've gained from your experience.</p>	<p>you must be willing and able to travel – subject to any Covid 19 restrictions, which may mean you'll have to choose another optional module. You'll have the opportunity to reflect on your experiences both in the UK and abroad, and analyse and record the personal benefits you've gained from your experience.</p>
Core year 3		
	<p>Strategic Human Resource Management Core module - (20 Credits) This module aims to equip you with the ability to critically evaluate the strategic nature of HRM within the changing context of work and to evaluate effective management of people strategies. Single and Combined Honours.</p>	No Change
	<p>Strategic Management Core module/single honours only - (20 Credits) The aim of the module is to provide you with an understanding of the impact of the business environment and the resources of the organisation, both human and material, on strategic planning and choice. This will enable you to consider strategic alternatives, evaluate their suitability and make you aware of the complex issues involved in implementing strategy and managing strategic change. Single Honours only.</p>	No Change
	<p>HRM Dissertation (PR) Core module/single honours only - (40 Credits) The aim of the module is to provide you with the opportunity to focus on an area of HRM of particular interest to you, develop your research skills and apply the theory of the subject to a business-oriented issue. Single Honours only.</p>	No Change
	<p>Employee Reward and Resourcing Core module - (20 Credits) This module aims to provide you with a critical understanding of the core human resources principles, theories and concepts supporting the effective acquisition and</p>	No Change

	reward of employees in the modern organisation. Single and Combined Honours.	
Optional year 3		
	Business Ethics Optional module - (20 Credits) You'll study the nature of ethics, exploring traditional and postmodern ethical theories, and how they are applied in modern business processes. You'll study topics such as corporate social responsibility, sustainability and the environment, professionalism and integrity, ethics and technology, financial scandals, whistle blowing and other emerging issues, by reference to case studies.	No Change
	Entrepreneurship in the Global Market Place Optional module - (20 Credits) You'll explore the notion of international entrepreneurship as a contributory factor impacting on economic development and you'll evaluate the issues influencing entrepreneurs and business ventures in emerging, developing, established and declining global markets. You'll research the economic, political and social contexts for entrepreneurial ventures across the globe. You'll also reflect on differences in national culture and governance systems that influence the levels and nature of new venture creation in different geographic locations.	This module is not running in 20/21
	Organisational Change and Change Agents Optional module - (20 Credits) You'll gain an understanding of the context for change, and will develop a critical understanding of theories and practice related to change. This module aims to give you an in depth understanding of the paradigm of complexity and how this can be applied to understand organisations and organisational change. You'll explore the relevance of the local context and the main organisational process of a social enterprise. Through an online simulation, you'll set up a social enterprise.	No Change

	<p>New Venture Creation Optional module - (20 Credits) You'll gain a practical perspective on the development and planning processes involved in the creation of a new venture, either as a new business start-up or as a new product or service development within a public or private organisation setting. You'll develop an understanding and awareness of business models underlying successful new business ventures, and the potential of business model innovation.</p>	<p>No Change</p>
	<p>Strategic Digital and Social Media Marketing Optional module - (20 Credits) You'll develop a critical understanding of the main activities involved in designing and implementing marketing communications using social media and digital marketing. You'll consider the use of social media and other digital marketing channels and will explore the underlying psychologies at play that govern their use. You'll study aspects of consumer and business behaviour that underpin the use of social media.</p>	<p>Change Module name to Social Media Marketing</p>
	<p>Intercultural Marketing Communication Optional module - (20 Credits) In this module, you'll explore how cultural contexts can impact the effectiveness of marketing. You'll draw comparisons between your home country and various other countries in different continents. You'll gain a critical understanding of the nature and elements of culture and the ways in which they influence consumers and businesses in international markets. You'll be able to evaluate the influence of cultural diversity on international marketing communications and also appreciate the impact of cultural diversity in wider business negotiations. Emphasis is given to language (verbal and non-verbal) and its role in effective communication across a range of marketing activities, but with particular emphasis on its value in relation to direct and indirect marketing communications activities, such as personal selling, advertising, public relations, sales promotion and packaging, with a stronger emphasis on mass communication.</p>	<p>No Change</p>

	<p>Financial Management Optional module - (20 Credits) The module will consist of a review of financial techniques that need to be employed in assessing corporate performance. You'll explore financial risk management and the various instruments and techniques that are available to business executives. Another key area of study will be the workings and implications of the stock exchange, both in relation to the shareholders and to the business organisations and financial markets. You'll identify and evaluate sources of appropriate funds and will calculate the cost of equity capital using the weighted average cost of capital (WACC) and the capital asset pricing model (CAPM).</p>	<p>No Change</p>
	<p>Service Management Optional module - (20 Credits) In this module, you'll learn about the complex demands made on service management organisations and the challenges that staff within them face. You'll develop an understanding of the environments in which they operate and the different constraints placed on them. You'll also study the process of servitisation, managing the service encounter, service quality, service level, customer management and capacity management.</p>	<p>No Change</p>
	<p>Taxation Optional module - (20 Credits) Taxation plays an important role in society. This module provides an introduction to the most common taxes in the UK: income tax, corporation tax, VAT and capital gains tax. You'll study the basic rules of taxation and you'll explore taxation in government policy.</p>	<p>No Change</p>
	<p>International Business Optional module - (20 Credits) The fast-changing domestic and global environments put constant pressure on organisations and their managers to find new and improved ways to maintain and increase performance. This module is</p>	<p>No Change</p>

	<p>designed to provide you with a critical understanding of the strategic issues in a global business environment. It offers a global perspective with a focus on understanding the global economy, the globalisation process, and its impact on international organisations. It will enable you to evaluate and contrast the opportunities and constraints facing businesses in different areas of the world. The module also aims to develop a deeper understanding of the issues faced by businesses in emerging and developing markets.</p>	
	<p>Retail Strategy Optional module - (20 Credits) This module builds on the Retail Management module which explores retail operations at a store level. It will give you an understanding of various retailers' activities and approaches from a strategic viewpoint, and accounting for head office perspectives, strategic decision-making processes and implementation. The module therefore focuses on large multiple retailers, where research, investment and expertise exist. You'll learn about key areas of retail strategy such as location (including planning issues and town centre and shopping mall development) supply chain management (including sourcing, buying and range planning and the impact of technology) and branding and communication, all applied to the strategic direction of the retailer.</p>	<p>No Change</p>
	<p>Individual Study (combined honours only) Optional module - (20 Credits) The aim of the module is to provide you with the opportunity to undertake an in-depth study in an area of your choice related to a business.</p>	<p>No Change</p>

How you'll learn

Teaching

You'll be taught through a combination of lectures, seminars and practical workshops. Seminars will enable you to discuss and develop your understanding of topics covered in lectures in smaller groups. In addition, you'll have meetings with your academic personal tutor. Your actual contact hours will depend on the optional modules you select. All courses are informed by the University's [Learning and Teaching Strategy 2015-2022](#).

You'll be taught through a combination of **online and on campus** lectures, seminars and practical workshops.

The Business School will be delivering your course using a 'blended' approach using range of teaching methods. This potentially offers the best of both worlds: great face-to-face teaching in small groups, including seminars, workshops and tutorials, support by a mix of online interactions to help you understand and explore your subjects. We will be using Collaborate (accessed through Blackboard) and exploring the use of Microsoft teams as well. This blended approach will be flexible so we can meet your individual needs and adapt as the world around us changes. We will still be covering the same content as we would have done under normal circumstances and will be assessing you against the same learning outcomes.

Seminars will enable you to discuss and develop your understanding of topics covered in lectures in smaller groups. In addition, you'll have meetings with your academic personal tutor. Your actual contact hours will depend on the optional modules you select.

Contact hours are defined as hours in which a student interacts through thoughtfully structured activity to include:

- On-site face-to-face teaching
- Synchronous live digital teaching
- Asynchronous digital activities as part of structured learning (for example, running a discussion activity regarding an aspect of the current topic through Blackboard Collaborate, Padlet or Blackboard Discussion Boards). A pre-recorded lecture presentation provided via ReCap can also be

		<p>included in this definition provided it is part of a broader structured activity.</p> <p>All courses are informed by the University's Learning and Teaching Strategy 2015-2022.</p>
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<p>Independent study</p>	<p>When not attending lectures, seminars, workshops or other timetabled sessions you'll be expected to continue learning through self-study. Typically, this will involve reading journal articles and books, undertaking research in the library, working on projects, preparing coursework assignments/examination, and preparing for workshops and seminars.</p> <p>Your module tutor will direct you towards specific readings and/or activities that you'll be expected to complete before class.</p>	<p>No Change</p>
<p>Overall workload</p>	<p>You'll study modules to the value of 120 credits each year.</p> <p>Each module will involve 200 hours of work with 50 of these being contact time (lectures and seminars) and the rest self-directed study which includes preparation for and the completion of assessments.</p> <p>Modules will typically consist of a one-hour lecture and a one-hour seminar per week for each of the six modules being studied each year. On average, you should expect to study for 35 hours per week during term time.</p> <p>Combined honours students:</p> <ul style="list-style-type: none"> • Year 1 - 60 credits in HRM and 60 credits from the other part of your degree. • Year 2 - between 40 and 80 credits in HRM and 80 and 40 credits from the other part of your degree • Year 3 - between 40 and 80 credits in HRM and 80 and 40 credits from the other part of your degree. 	<p>No Change</p>
<p>Academic input</p>	<p>The majority of staff have worked as practitioners and hold membership of the professional body for HR specialists - the Chartered Institute of Personnel and Development (CIPD) - bringing a wealth of experience to student learning.</p> <p>The teaching team is actively involved in research, knowledge exchange and cross-cultural teaching at institutions in other parts of Europe.</p> <p>Our Christ Church Business School is a CIPD Approved Centre, delivering postgraduate courses in human resource management.</p>	<p>No Change</p>

How you'll be assessed		
	You'll be assessed by several methods including reports, essays, presentations, computer-based projects, reflective logs, time constrained assessments and case studies as a group and individually. The emphasis is on coursework although some core modules include examinations.	No Change
Fees		
UK/EU	Full-time £9,250 Full-time – placement year £1,850	No Change
	Part-time - £4,625	No Change
Overseas	Full-time £13,000 Full-time – placement year N/A	No Change
	Part-time N/A	No Change
Course specific costs		
	N/A	No Change
Other important information		
	<p>Your future career</p> <p>The skills and knowledge you gain on your degree will equip you to enter a range of professional and business roles, such as: learning and development, HR business partner, recruitment consultant, and HR outsourcing consultant.</p> <p>You can also go on to study professional Human Resource Management qualifications with the Chartered Institute of Personnel and Development (CIPD) or pursue a postgraduate Master's degree, both of which are study options available at Christ Church Business School.</p>	No Change
	<p>Professional accreditation</p> <p>The Business School recognises the importance of professional body accreditation, to ensure that not only do we deliver well researched courses, but also that our students meet the professional expectations of prospective employers and have the opportunity to gain professional body qualifications. This includes modules accredited by the Association of Project Management (APM). Our Project Management module was the first from a university to gain accreditation and</p>	<p>Professional accreditation</p> <p>The Business School recognises the importance of professional body accreditation, to ensure that not only do we deliver well researched courses, but also that our students meet the professional expectations of prospective employers and have the opportunity to gain professional body qualifications.</p>

	<p>exemption for its teaching and assessment. The Business School has accreditation with the Chartered Management Institute (CMI) and students enrolling on to this programme automatically gain student membership of the CMI.</p>	
	<p>Industry links We work with industry stakeholders aligned to the continued development of our teaching programme, research and knowledge exchange. Some of these come in as guest lecturers and we also have masterclasses by visiting professors chosen for their continuing expertise in business and management. These established links have helped some of our students to secure placements. A Business School Advisory Board has been established which includes representatives from across the private and public sector. This encourages employer engagement as the Board engages in discussion about technical content of the curriculum and the development of wider employability skills, the provision of work placement opportunities, guest speakers, live case studies, and workplace visits.</p>	<p>Industry links We work with industry stakeholders aligned to the continued development of our teaching programme, research and knowledge exchange. Some of these come in as guest lecturers and we also have masterclasses by visiting professors chosen for their continuing expertise in business and management. These established links have helped some of our students to secure placements. A Business School Advisory Board has been established which includes representatives from across the private and public sector. This encourages employer engagement as the Board engages in discussion about technical content of the curriculum and the development of wider employability skills, the provision of work placement opportunities, guest speakers, live case studies, and workplace visits.</p>
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