Programme Specification

University of Cumbria

Programme Title and Name of Award	BA(Hons) Business Management with Human Resource Management BA(Hons) Business Management with Human Resource Management (with sandwich placement)
Professional Qualifications / Accreditation	
Academic Level	6	**Total Credits**	360 480 (with sandwich placement)
UCAS Code	3 year N105 Sandwich N107	**JACS Code**	N600
Criteria for Admission to the Programme	The University's standard criteria for admissions apply. Please refer to the Applicant Information pages of the University website for more information. For Accreditation of Prior Learning (APL), please refer to the University website. Detailed criteria for admission to this programme can be found on the programme webpage: https://www.cumbria.ac.uk/study/courses/undergraduate/business-management-with-human-resources-management/ https://www.cumbria.ac.uk/study/courses/undergraduate/business-management-with-human-resources-management-with-sandwich-placement/
Teaching Institution	University of Cumbria
Owning Department	Department of Business, Law, Policing and Social Science
Programme delivered in conjunction with	N/A
Principal Mode of Delivery	Blended Learning, Block delivery
Pattern of Delivery	Full Time, Part Time, Multiple Intakes
Delivery Site(s)	All University of Cumbria campuses, gateway sites and approved partner locations.

Programme Length	**Bachelor Degree (Ordinary and Honours):-** 3 years Standard registration period (full-time) 5 years Standard registration period (part-time) 7 years Maximum Registration period **BA (Hons) (With sandwich placement) award:-** 4 years Standard registration period (full-time) 6 years Standard registration period (part-time) 8 years Maximum Registration period
Higher Education Achievement Report (HEAR)	Upon successful completion of this programme, you may receive a Diploma Supplement/Higher Education Achievement Report (HEAR).
Exit Awards	You may be awarded one of the following Exit Awards: CertHE in Business Management (120 credits) DipHE in Business Management with Human Resource Management (240 credits) BA in Business Management with Human Resource Management (300 credits)

Programme Features
This programme is distinctive in the following ways: All our Business degrees share a common first year, giving you a thorough grounding in your chosen specialism and an understanding of the broader context of business practices. Years 2 and 3 allow you to specialise in one area in that broader range of practices. We offer you the opportunity to study abroad for a semester or up to a year. We also offer you the opportunity to undertake a work placement – Sandwich mode -- for a year either in the UK or abroad. The year-long placement is normally undertaken between levels 5 and 6, before your final year of undergraduate study. We have a varied approach to learning. We like to bring to life realistic contexts through workshops, seminars and other types of discussion in addition to using the traditional lecture and seminar approaches. We use our employer network to provide practical insight into our curriculum to complement the rigorous academic thinking that characterises degree level study. The HRM programme allows you to specialise in the human dimension of business and management. You will develop knowledge of the disciplines of HRM and gain understanding of HR systems and their impact upon organisations and people. You will study modules like Business Psychology, HRD and organisational behaviour which will compliment core business modules. The HRM programme will not only prepare you for a career in HR but will give you people focussed skills for other career pathways.

Aims of the Programme

The overall aims of the Programme are:

1. To create awareness of the broader contexts and sphere of influence within which business operates.

2. To study and practise business and management drawing on a range of perspectives in the fields of marketing, strategic management, entrepreneurship, and international human resource management.

3. To learn about the processes, procedures and practices for effective management and to develop your knowledge of theories, models and frameworks for people management.

4. To develop your critical thinking, conceptual thinking and reasoning skills in the evaluation of the body of knowledge and research relating to business and management.

5. To enhance your employability, career potential and personal effectiveness.

6. To enable you to develop people management skills including commitment, team building, leadership and motivating others.

7. To develop your ability to carry out independent research in the field of business and management.

8. To augment your intellectual and transferable skills especially as they relate to management and business.

9. To provide a programme of study which offers you a grounding in the disciplines and methodologies of Human Resource Management and to stimulate a critical awareness of the factors associated with the changing focus of contemporary Human Resource Management practice.

   Where the sandwich placement is chosen:

10. For you to engage in practical experience whilst integrating your academic studies.

Level Descriptors

Level Descriptors describe in general terms the expected outcomes you will achieve at each level of study as you progress through your programmes. They describe the relative demand, complexity, depth of learning and learner autonomy associated with a particular level of learning and achievement. The University's Level Descriptors are aligned to the national [Framework for Higher Education Qualifications](#) (FHEQ) and are a key mechanism for ensuring the academic standards of the University's provision.

At Level 4: (Usually Year 1 undergraduate), you will be able to demonstrate that you have the ability:

- To apply a systematic approach to the acquisition of knowledge, underpinning concepts and principles and deploy a range of subject specific, cognitive and transferable skills.

- Evaluate the appropriateness of different approaches to solving well defined problems and communicate outcomes in a structured and clear manner.

- Identify and discuss the relationship between personal and work place experience and findings from books and journals and other data drawn from the field of study.

At Level 5: (Usually Year 2 undergraduate), you will be able to demonstrate that you have the ability:

- To apply and evaluate key concepts and theories within and outside the context in which they were first studied.

- Select appropriately from and deploy a range of subject-specific, cognitive and transferable skills and problem solving strategies to problems in the field of study and in the generation of ideas effectively communicate information and arguments in a variety of forms.

- Accept responsibility for determining and achieving personal outcomes.

- Reflect on personal and work place experience in the light of recent scholarship and current statutory regulations.

At Level 6: (Usually Year 3 undergraduate), you will be able to demonstrate that you have the ability:

- To critically review, consolidate and extend a systematic and coherent body of knowledge.

- Critically evaluate concepts and evidence from a range of resources.

- Transfer and apply subject-specific, cognitive and transferable skills and problem solving strategies to a range of situations and to solve complex problems.

- Communicate solutions, arguments and ideas clearly and in a variety of forms.

- Exercise considerable judgement in a range of situations.

- Accept accountability for determining and achieving personal and group outcomes.

- Reflect critically and analytically on personal and work place experience in the light of recent scholarship and current statutory regulations.

Programme Outcomes – Knowledge and Understanding

The programme provides opportunities for you to develop and demonstrate the following:

After 120 credits of study (CertHE) you will be able to demonstrate knowledge and understanding of:

K1 Some of the contexts within which business operates including economic, environmental, cultural, digital, political, ethical, legal and regulatory contexts.

K2 The essential functions and processes of organisations.

K3 A range of theories and models informing the practice of business and management.

K4 The nature of markets, marketing and sales, customer behaviour, finance and resource allocations in a limited range of business settings.

K5 Aspects of organisational behaviour, leadership and management, people and their personal development, difference and diversity.

K8 Fundamental considerations in business ethics, values and social responsibility.

K9 Essential research methodologies and practices, related to the field and straightforward data analysis within the business and management discipline.

After 240 credits of study (DipHE) you will be able to demonstrate knowledge and understanding of:

K1 The interrelated contexts within which business operates including economic, environmental, cultural, digital, political, ethical, legal and regulatory contexts.

K2 The functions and processes of organisations and the role and contribution of management to the organisational mission.

K3 A range of advanced theories and models informing the practice of business and management.

K4 Markets, marketing and sales, customer behaviour, finance and resource allocations.

K5 Organisational behaviour, leadership and management, people and their personal development, difference and diversity and strategies for managing these.

K6 Operations management, information systems and business intelligence, communications, digital business.

K7 Business policy and strategy, business innovation and workforce development.

K8 Business ethics, values and social responsibility including the rights of the individual employee.

K9 Research methodologies and practices, and data analysis as applied within the business and management discipline.

K10 Internal aspects of business, the functions of organisations, their purposes, structures and operations.

After 300 credits of study (Ordinary degree) you will be able to demonstrate knowledge and understanding of:

K1 The complex contexts within which business operates including economic, environmental, cultural, digital, political, ethical, legal and regulatory contexts.

K2 The wide range of functions and processes of organisations and the role and contribution of management at a strategic level to the organisational mission.

K3 A range of advanced theories and models informing the practice of business and management, and critiques of them.

K4 Markets, marketing and sales, customer behaviour, finance and resource allocations with specific reference to Human Resource issues.

K5 Organisational behaviour, leadership and management, people and their personal development, difference and diversity and strategies for managing and influencing these.

K6 Operations management, information systems and business intelligence, communications, digital business.

K8 Business ethics, values and social responsibility.

K9 The strengths and limitations of the main research methodologies and practices, and sophisticated data analysis within the business and management discipline.

K10 Internal aspects of business, the functions of organisations, their purposes, structures and operations.

After 360 credits of study (BA Hons) or 480 credits of study (BA Hons (with sandwich placement)) you will be able to demonstrate knowledge and understanding of:

K1 The complex contexts within which business operates including economic, environmental, cultural, digital, political, ethical, legal and regulatory contexts.

K2 The wide range of functions and processes of organisations and the role and contribution of management at a strategic level to the organisational mission.

K3 A range of advanced theories and models informing the practice of business and management, and critiques of them.

K4 Markets, marketing and sales, customer behaviour, finance and resource allocations with specific reference to Human Resource issues.

K5 Organisational behaviour, leadership and management, people and their personal development, difference and diversity and strategies for managing and influencing these.

K6 Operations management, information systems and business intelligence, communications, digital

business.

K7 Business policy and strategy, business innovation and enterprise development with a focus on legal and human resource aspects.

K8 Business ethics, values and social responsibility.

K9 The strengths and limitations of the main research methodologies and practices, and sophisticated data analysis within the business and management discipline.

K10 Internal aspects of business, the functions of organisations, their purposes, structures and operations.

The programme provides opportunities for you to develop and demonstrate the following:

After 120 credits of study (CertHE) you will be able to demonstrate skills in:

S1. People management: to include essential communications, team building, leadership and motivating others in a small team.

S2. Problem solving and critical analysis: analysing straightforward facts and circumstances to determine the cause of a problem in order to identify and select appropriate solutions.

S3. Research: the ability to interpret a range of business data, multiple sources of information and appropriate methodologies, which includes basic digital literacy and to use that research for evidence-based decision-making.

S4. Commercial acumen: based on an awareness of the key drivers for business success, causes of failure and techniques for delivering customer satisfaction.

S5. Innovation, creativity and enterprise: the ability to act entrepreneurially to generate, develop and communicate ideas, recognise the significance of intellectual property, gain support and deliver successful outcomes.

S6. Numeracy: the use of quantitative skills to present data, evaluate, and to understand business problems, functions and phenomena.

S7. Networking: an awareness of the interpersonal skills of effective listening, negotiating, persuasion and presentation and their use in generating business contact.

Generic skills and attributes:

S8. Ability to work collaboratively both internally and with external customers and an awareness of mutual interdependence.

S9. Ability to work with people from a range of cultures.

S10. Articulating and effectively explaining information.

S11. Building and maintaining relationships.

S12. Communication and listening including the ability to produce clear, structured business communications in a variety of media.

S13. Emotional intelligence and empathy.

S15. Self-management: a readiness to accept responsibility and flexibility, to be resilient, self-starting and appropriately assertive, to plan, organise and manage time.

S16. Self-reflection: self-analysis and an awareness/sensitivity to diversity in terms of people and cultures. This includes a continuing appetite for development.

After 240 credits of study (DipHE) you will be able to demonstrate skills in:

S1. People management: to include detailed communications, team building, leadership and motivating others in a range of situations.

S2. Problem solving and critical analysis: analysing complex facts and circumstances to determine the cause of a problem in order to identify and select appropriate solutions.

S3. Research: the ability to analyse evaluate and interpret a range of business data, multiple sources of information and appropriate methodologies, which includes digital literacy and to use that research for evidence-based decision-making.

S4. Commercial acumen: based on an awareness of the key drivers for business success, causes of failure and techniques for delivering customer satisfaction and building customer loyalty.

S5. Innovation, creativity and enterprise: the ability to act entrepreneurially to generate, develop and communicate ideas, manage and protect intellectual property, gain support and deliver successful outcomes.

S7. Networking: an awareness of the interpersonal skills of effective listening, negotiating, persuasion and presentation and their use in generating business contact.

Generic skills and attributes:

S8. Ability to work collaboratively both internally and with external customers and an awareness of mutual interdependence.

S9. Ability to work with people from a range of cultures.

S10. Articulating and effectively explaining information.

S11. Building and maintaining relationships.

S12. Communication and listening including the ability to produce clear, structured business communications in a variety of media.

S13. Emotional intelligence and empathy.

S14. Conceptual and critical thinking, analysis, synthesis and evaluation.

S15. Self-management: a readiness to accept responsibility and flexibility, to be resilient, self-starting and appropriately assertive, to plan, organise and manage time.

S16. Self-reflection: self-analysis and an awareness/sensitivity to diversity in terms of people and cultures. This includes a continuing appetite for development.

After 300 credits of study (Ordinary degree) you will be able to demonstrate skills in:

S1. People management: to include complex communications, team building, leadership and motivating others in adverse conditions.

S2. Problem solving and critical analysis: analysing complex or ambiguous facts and circumstances to determine the cause of a problem in order to identify and select appropriate solutions.

S3. Research: the ability to analyse and evaluate a range of business data, complex or contested sources of information and appropriate methodologies, which includes strong digital literacy and to use that research for evidence-based decision-making.

S4. Commercial acumen: based on an awareness of the key drivers for business success, causes of failure and techniques for delivering customer satisfaction and building customer loyalty through the workforce.

S6. Numeracy: the use of quantitative skills to manipulate data, evaluate, estimate and model business problems, functions and phenomena with authority and confidence.

S7. Networking: an awareness of the interpersonal skills of effective listening, negotiating, persuasion

and presentation and their use in generating business contact and influencing people outside as well as inside an organisation.

Generic skills and attributes:

S8. Ability to work collaboratively both internally and with external customers and an awareness of mutual interdependence.

S9. Ability to work with people from a range of cultures.

S10. Articulating and effectively explaining information.

S11. Building and maintaining relationships.

S12. Communication and listening including the ability to produce clear, structured business communications in a variety of media.

S13. Emotional intelligence and empathy.

S14. Conceptual and critical thinking, analysis, synthesis and evaluation.

S15. Self-management: a readiness to accept responsibility and flexibility, to be resilient, self-starting and appropriately assertive, to plan, organise and manage time.

S16. Self-reflection: self-analysis and an awareness/sensitivity to diversity in terms of people and cultures. This includes a continuing appetite for development.

After 360 credits of study (BA Hons) or 480 credits of study (BA Hons (with sandwich placement)) you will be able to demonstrate skills in:

Of particular relevance to business and management:

S1. People management: to include communications, team building, leadership and motivating others.

S2. Problem solving and critical analysis: analysing facts and circumstances to determine the cause of a problem and identifying and selecting appropriate solutions.

S3. Research: the ability to analyse an devaluate a range of business data, sources of information and appropriate methodologies, which includes the need to for strong digital literacy and to use that research for evidence-based decision-making.

S4. Commercial acumen: based on an awareness of the key drivers for business success, causes of failure and the importance of providing customer satisfaction and building customer loyalty.

S5. Innovation, creativity and enterprise: the ability to act entrepreneurially to generate, develop and communicate ideas, manage and exploit intellectual property, gain support and deliver successful outcomes.

S6. Numeracy: the use of quantitative skills to manipulate data, evaluate, estimate and model business problems, functions and phenomena.

S7. Networking: an awareness of the interpersonal skills of effective listening, negotiating, persuasion and presentation and their use in generating business contact.

Generic skills and attributes:

S8. Ability to work collaboratively both internally and with external customers and an awareness of mutual interdependence.

S9. Ability to work with people from a range of cultures.

S10. Articulating and effectively explaining information.

S11. Building and maintaining relationships.

S12. Communication and listening including the ability to produce clear, structured business communications in a variety of media.

S13. Emotional intelligence and empathy.

S14. Conceptual and critical thinking, analysis, synthesis and evaluation.

S15. Self-management: a readiness to accept responsibility and flexibility, to be resilient, self-starting and appropriately assertive, to plan, organise and manage time.

S16. Self-reflection: self-analysis and an awareness/sensitivity to diversity in terms of people and cultures. This includes a continuing appetite for development.

External and Internal Reference Points

The following Subject Benchmark Statements and other external and internal reference points have been used to inform the Programme Outcomes:

Framework for Higher Education Qualifications

QAA (2015) Subject Benchmark Statements: at
http://www.qaa.ac.uk/en/Publications/Documents/SBS-business-management-15.pdf

Teaching, Learning and Assessment Strategies employed to enable the Programme Outcomes to be Achieved and Demonstrated

"Teaching methods and situations are appropriate and supportive, inclusive in design and engage students". QAA (2015) Subject Benchmark Statements.

This programme integrates theory and practice by providing inputs to the student learning from guest speakers, lectures, practicing managers and through supporting assessment. . Students will have opportunities to give and receive peer review on formative assessment and will be guided throughout in developing their skills in this vocational aspect of their personal development.

Primarily, delivery is face to face. However, good use is made of the University's VLE and other learning resources such as e-portfolio to support teaching and learning. The team uses a wide range of teaching methods including lectures, seminars, workshops, field work, work-based learning including placements, employer based case studies, live projects, guided learning, simulations, discussion groups including virtual forums and other digital formats.

You will also be asked to work in small groups which encourage collaborative learning.

We will motivate you through your learning and engagement in the following ways:

(a) We will balance out the assessment calendar the best we can so that you (and your tutors) reduce the stress points created by the "bunching" of assignments in the calendar;

(b) Through your engagement you will have the ability to make informed judgements in relation to your own work;

(c) We will provide you with effective feedback and feed forward i.e. looking ahead to the next assignment.

(d) Research methods relevant to the field of study, study skills and employability are embedded into the curriculum throughout levels 4, 5 and 6. At level 4 all three areas are developed thematically in the modules UCBP 4001 Managing People and Organisations, UCBP 4002 The Business Environment and UCBP 4004 Fundamentals of Business. At level 5, all students will undertake a non-credit bearing module previously only available to students on the with sandwich route. We are extending the delivery of this module to focus on the employability

prospects of those students wishing to undertake the sandwich placement (between levels 5 and 6) and for those students returning to level 6 applying for graduate training programmes. At level 6, students are induced into the employability cycle through such activities as application preparation and mock interviews during the induction programme. Research skills are enhanced through the study of either UCBP 6011 Independent Project or UCBP 6012 Applied Business Research.

Student Support

Induction takes place during Welcome Week prior to the start of the programme with opportunities to meet with staff and students from the department. The Welcome Week also includes introductions to key services and a campus tour. Learning and support services contribute to the Welcome Week programme. You will share a common induction programme to provide the opportunity for you to meet with other students in your subject area and those from other degree level programmes who share common faculty and university modules. Students undertake a series of activities designed to form cohesion amongst the student group, to familiarise you with the University and introduce you to a range of support services who are there to help you settle into university life and help you progress through your studies. You will be shown how to use our Virtual Learning Environment (VLE) and how to submit assessments. All students will attend centrally organised sessions, Student Life and Help is at Hand. Students will be introduced to the support services provided by the Students Union and also the clubs, societies and sports groups.

A key feature of this programme is the additional student support that has been built into the modules but particularly in the core modules so that you experience the opportunity to develop your specialist and generic skills with help from LiSS.

You will also be allocated a Personal Tutor. Your Personal Tutor will be proactively involved in the delivery of your programme and will have contact with you throughout your time at the University. They will support your learning and development, including tutorials and other support as outlined in the Personal Tutor Policy.

Library and Student Services (LiSS)

Library and Student Services (LiSS) offer a wide range of support, including; access to library learning resources, academic skills, careers and employability, financial help, counselling, health and wellbeing and support for disabled students and those with specific learning requirements. We know that you want to get the most out of your programme, make the best use of your time and find or continue in the career you always dreamed of. Access university support and facilities easily and quickly via our [help is at hand](#) search.

The Skills@Cumbria service can help support your academic skills and success throughout your programme. The service is delivered by a team of professional Learning Enhancement Advisers within LiSS. It includes a suite of online self-help resources accessible 24/7 via the University's website and Blackboard site. It also provides group and individual advice and guidance accessible through and alongside your course and by different means such as face to face, email or virtual.

Module leaders will collaborate with LiSS advisers to ensure that your reading lists are current and items are available via the library collections. In order to maximise access, availability and usefulness, ebooks and electronic journal titles will, in most cases, be prioritised. You can access a wide range of great electronic and print content using [OneSearch](#) and you can find out more about key texts and journals for your subject by accessing the library's [subject resources webpages](#). Where appropriate, module reading lists will be made available to you electronically using the university's [online reading list system](#).

In addition to the range of guidance above, you have the opportunity to further develop

your personal, academic and professional skills by taking part in a number of initiatives coordinated and delivered by LiSS Advisers:

Head Start

Head Start is a self-learning pre-entry module that is completed online and at your own pace. The module gives new undergraduate students an opportunity to prepare for their transition into university and to start to develop the academic skills that will help them become successful students.

All UG students are given the opportunity to register and complete Head Start prior to entry on their main programme of study. If you haven't been able to complete Head Start before starting your course, you can access the module via Blackboard by selecting the Skills@Cumbria tab and then the Head Start tab in the bottom right hand corner. Learning at university, academic writing and referencing are the key topics introduced in the module and previous students have told us how useful they have found the online resources and activities.

Head Start Plus

Head Start Plus is also an online skills development course, designed to support students who are about or who have just started study at level 5 or 6 (2nd and 3rd year undergraduate). This course is particularly recommended to students who may not have studied at HE level for some time or who are transitioning into the higher HE levels. The course provides a useful refresh on academic skills and practice and an insight into the expectations of tutors at those levels.

This course is free and available via the Open Education Platform powered by Blackboard. To access the course, follow the link to https://openeducation.blackboard.com/cumbria and set-up a free account with Open Education. Once logged on, select the course free of charge and work through it at your own pace.

PASS

PASS is a group mentoring scheme running in a number of programmes at the university. It matches first year students with second and third year PASS Leaders who are able to offer a unique source of support in helping new students through the transition into university study. PASS Leaders undergo specific training that gives them an excellent opportunity to widen their skill-set, whilst also allowing for student-led study sessions that are mutually beneficial to PASS participants and PASS Leaders alike.

Contact your course tutor to find out if PASS is available on your programme. If you are interested in setting-up PASS on your course or would like to become a PASS Leader then contact pass@cumbria.ac.uk

Cumbria Mentor Scheme

This is the university's one-to-one voluntary mentoring scheme, traditionally matching individual first year students with second and third year Cumbria Student Mentors; however, any student may request a mentor if needed. This scheme provides unique pastoral support to new students during their transition into university life. It is also a great opportunity for more experienced students to broaden their own skill-set through the specific training all new mentors undergo, and through the practices they will utilise throughout the mentoring process. If you would like to be put in touch with a mentor or are interested in becoming a mentor yourself, contact melanie.bakey@cumbria.ac.uk

Career Ahead

Career Ahead is the University's Employability Award that is accessible to all of our students regardless of level or programme of study. Available free through the Careers Team in LiSS, the award gives students the opportunity to make their graduate CV stand out. Based on what employers look for in an ideal candidate, this award works with students to identify any gaps in their skill set and reflect on their experiences. It also   offers the opportunity to participate in exclusive programmes and activities with real life employers. The University of Cumbria's employability award is split into three

stages: Bronze, Silver and Gold, with a further Career Ahead + Platinum level. Students' engagement in extra curricula activities such as volunteering, project and charity work and peer mentoring are recognised within Career Ahead. To find out more or to register email careerahead@cumbria.ac.uk.

Programme Curriculum Map[1]						
Academic Level	Module Code	Module Title[2]	Credits	Module Status[3]	Pre/Co Requisite	Map to Programme Outcomes[4]
Autumn – Level 4						
4	UCBP4001	Managing People and Organisations	20	Compulsory		K1, K2, K3, K5, K8, K9 S1, S2, S4, S7, S8, S9, S10, S11, S12, S13, S15, S16
4	UCBP4002	The Business Environment	20	Compulsory		K1, K3, K4, K9 S1, S2, S3, S6, S8, S9, S10, S11, S13, S15, S16
4	UCBP4003	Introduction to Business Finance	20	Compulsory		K3, K9 S2, S3, S6
Spring – Level 4						
4	UCBP4004	Fundamentals of Business	20	Compulsory		K1, K2, K3, K4, K5, K8, K9 S1, S3, S5, S7, S8, S9, S10, S11, S12, S13, S15, S16
4	UCBP4005	Principles of Marketing	20	Compulsory		K3, K4, K8, K9 S1, S2, S3, S4, S5, S7, S8, S9, S10, S11, S13, S15, S16
4	UCBP4006	Management Accounting	20	Compulsory		K1, K5, K9 S2, S3, S6
Autumn – Level 5						

Programme Curriculum Map[1]						
Academic Level	Module Code	Module Title[2]	Credits	Module Status[3]	Pre/Co Requisite	Map to Programme Outcomes[4]
5	UCBP5001	Organisational Behaviour	20	Compulsory		K3, K5, S2, S7, S8, S9, S10, S13, S14
5	UCBP5002	Responsibility, ethics and sustainability in practice	20	Compulsory		K3, K5, K8 S2, S8, S9, S10, S11, S13, S14, S16
5	UCBP5003	Human Resource Management, Theory and Practice	20	Compulsory		K1, K2, K3, K5, K8, K9, S1, S2, S8, S13, S14, S16
5	UCBP5020	Sandwich Placement	120	*Compulsory	As appropriate for your target award	K1, K2, K5, K8, K10 S2, S4, S7, S8, S9, S11, S15, S16
Spring – Level 5						
5	UCBP5004	Services Marketing	20	Compulsory		K3, K4, K6 S1, S3, S4, S5, S7, S8, S11, S13, S14, S16
5	UCBP5005	Managing Operations	20	Compulsory		K3, K5, K6, K9 S2, S3, S4, S6, S8, S12, S14
5	UCBP5007	Employee Development and Performance	20	Compulsory		K1, K2, K3, K5, K8, K9 S1, S2, S4, S7, S9, S10, S11, S12, S13, S14, S15

Programme Curriculum Map[1]						
Academic Level	Module Code	Module Title[2]	Credits	Module Status[3]	Pre/Co Requisite	Map to Programme Outcomes[4]
Autumn – Level 6						
6	UCBP6002	Strategic Analysis	20	Compulsory		K3, K5, K6 S2, S3, S4, S6, S14, S16
6	UCBP6013	Business Psychology	20	Compulsory		K1, K2, K3, K5, K8 S1, S2, S8, S9, S10, S11, S13, S14, S16
6	UCBP6012	Applied Business Research	20	Optional	Pre requisite UCBP 6005	K3, K8, K9, S2, S3, S6, S10, S11, S14, S15, 16
6	UCBP6011	Independent Project	40	Optional		K3, K8, K9 S2, S3, S6, S10, S14, S15, S16
Spring – Level 6						
6	UCBP6005	Innovation and Entrepreneurship	20	Optional	Co requisite UCBP 6012	K3, K4 S1, S2, S3, S4, S5, S6, S7, S8, S9, S14, S15
6	UCBP6007	International Human Resource Management	20	Compulsory		K1, K2, K3, K5, K8, K10 S2, S3, S6, S8, S9, S13, S14
6	UCBP6010	Managing the Global Workforce	20	Compulsory		K1,K3, K4, K7, K8, K9, K10 S1, S2, S3, S6, S7, S9, S10,

Programme Curriculum Map[1]						
Academic Level	Module Code	Module Title[2]	Credits	Module Status[3]	Pre/Co Requisite	Map to Programme Outcomes[4]
						S11, S12, S13, S14, S15, S16

Notes

Module pass mark: 40% (Undergraduate)

Please see the Academic Regulations http://www.cumbria.ac.uk/media/university-of-cumbria-website/content-assets/public/aqs/documents/academicregulations/AcRegs.pdf Section G for guidance on progression and the carrying of fails.

All optional modules offered will be subject to a viable student cohort.

*The Year long Sandwich Placement module is Compulsory for students registered on the BA(Hons) Business Management with Human Resource Management with sandwich placement programme

[1] This programme operates in accordance with the University's Academic Regulations and Academic Procedures and Process.

[2] Please refer to the relevant programme webpage on the University's website for summaries of the individual Module Aims.

[3] **Core Modules** must be taken and must be successfully passed.

Compulsory Modules must be taken although it may possible to carry as a fail (if the award permits).

Optional Modules are a set of modules from which you will be required to choose to study. Once chosen, unless indicated otherwise in the table above, an optional module carries the same rules as a compulsory module as per the Academic Regulations.

Qualificatory Units. These are non-credit bearing pass/fail components that are used to satisfy relevant professional, statutory or regulatory body professional requirements that are associated with the programme.

[4] This column references the Programme Outcomes that will be achieved through successful completion of each module (i.e. through successful completion of the module summative assessment)

Indicative Programme Delivery Structure and Assessment matrix for Business Management with Human Resource Management				
Module Code	**Module Title**	**Delivery Pattern** **Autumn / Spring**	**Method(s) of Assessment**	**Approximate Assessment Deadline**
UCBP4001	Managing People and Organisations	Autumn	Practical skills assessment 50% Written exam 50%	Ongoing throughout semester 1 End of semester 1
UCBP4002	The Business Environment	Autumn	Written exam 100%	End of semester 1
UCBP4003	Introduction to Business Finance	Autumn	Written exam 50% Written assignment 50%	End of semester 1
UCBP4004	Fundamentals of Business	Spring	Written exam 50% Written assignment, 50%	End of semester 2
UCBP4005	Principles of Marketing	Spring	Written assignment 40% Written exam 60%	Ongoing throughout semester 2
UCBP4006	Management Accounting	Spring	Written Assignment 50% Written exam 50%	Ongoing End of semester 2
Students exiting at this point with 120 credits would receive a CertHE in Business Management				
UCBP5001	Organisational Behaviour	Autumn	Written assignment 50% Written exam 50%	End of semester 1
UCBP5002	Responsibility, Ethics and Sustainability in	Autumn	Presentation 35 %	Mid Semester 1

			Written assignment 65%	End of semester 1
UCBP5003	Human Resources Management Theory and Practice	Autumn	Written assignment 50% Written assignment 50%	Mid semester 1 End of semester 1
UCBP5004	Services Marketing	Spring	Written assignment 40% Written exam 60%	End of semester 2
UCBP5005	Managing Operations	Spring	Portfolio 100%	End of semester 2
UCBP5007	Employee Development and Performance	Spring	Practical skills assessment 50% Portfolio 50%	Mid semester 2 End of semester 2
UCBP5020	Sandwich Placement	Year	Set exercise 100%	Throughout Year 3
Students exiting at this point with 240 credits would receive a DipHE in Business Management with Human Resource Management				
UCBP6012	Applied Business Research and Analysis (opt)	Autumn	Written assignment 100%	End of semester 1
UCBP6002	Strategic Analysis	Autumn	Written assignment 100%	End of semester 1
UCBP6013	Business Psychology	Autumn	Written assignment 100%	End of semester 1
UCBP6005	Innovation and Entrepreneurship (opt)	Spring	Written assignment 50% Presentation 50%	End of semester 2
UCBP6010	Managing the Global Workforce	Spring	Written assignment 50% Written assignment 50%	Semester 2
UCBP6007	International HRM	Spring	Written assignment 50%	End of semester 2

			Project work 50%	
UCBP6011	Independent Project (opt)	Year long	Written assignment 100%	Year long
Students exiting with 300 credits would receive a BA Business Management with Human Resource Management				

Methods for Evaluating and Improving the Quality and Standards of Learning	
Mechanisms used for the Review and Evaluation of the Curriculum and Learning, Teaching and Assessment Methods	• Module Evaluations by students and staff • Programme validation and revalidation • Annual Evaluatory Reports at course and departmental level • Peer Review process • Liaison with External Examiner and acting on their reports • Departmental Quality Committees • Meetings with fellow academics at other universities • Knowledge Transfer Partnerships (KTP's). • Engagement with conferences and professional bodies
Mechanisms used for gaining and responding to feedback on the quality of teaching and the learning experience – gained from: **Students, graduates, employers, WBL venues, other stakeholders, etc.**	• Staff Student forum and Department Quality Committee • Module Evaluation Forms • Programme Evaluation: National Student Survey, Penultimate Year Survey • Module/Programme/Personal tutorials • Meetings with External Examiners • Feedback from students into the personal tutor system • Peer review systems • National Student Survey (NSS)

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For further information about this programme, refer to the programme page on the University website	