

# Undergraduate Programme Specification

## BA (Hons) International Business and Human Resource Management

This specification provides a summary of the main features of the programme and learning outcomes that a student might reasonably be expected to achieve and demonstrate where full advantage is taken of all learning opportunities offered. Further details on the learning, teaching and assessment approach for the programme and modules can be accessed on the University website and Virtual Learning Environment, GCU Learn. All programmes of the University are subject to the University's [Quality Assurance](#) processes.

1. GENERAL INFORMATION			
<b>Programme Title</b>	International Business and Human Resource Management		
<b>Final Award</b>	Bachelor of Arts with Honours in International Business and Human Resource Management		
<b>Awarding Body</b>	Glasgow Caledonian University		
<b>School</b>	Glasgow School <i>for</i> Business and Society		
<b>Department</b>	Department <i>for</i> People and Organisations		
<b>Mode of Study</b>	Full-time/Part-Time/Distance Learning (subject to availability)		
<b>Location of Delivery</b>	Glasgow Other campuses subject to availability		
<b>UCAS Code</b>	N120 and 2T4T		
<b>Accreditations (PSRB)</b>	CIPD		
<b>Period of Approval</b>	<b>From:</b>	September 2024	<b>To:</b> August 2029

2. EDUCATIONAL AIMS OF PROGRAMME
<p>The general aim of the BA (Hons) International Business and HRM programme is therefore to provide a framework whereby students have the opportunity to broaden and enhance their knowledge, understanding, intellectual, professional/ practical and transferable skills, in business and human resource management applied to multiple and diverse contexts. The philosophy of this programme is to enhance the capabilities of graduates who are interested in developing their own career prospects as managers who work in a role where their main but not whole responsibility lies in managing human resources or who wish to work in an HR function/role. It will thus support students' career preparedness and/or development for such roles.</p> <p>On this programme, students will experience an education equipping them with proficiency in their discipline as well as heightening their confidence, entrepreneurial awareness, knowledge and understanding of international cultural, social and economic contexts. The programme design aligns with a number of UN Sustainable Development Goals (SDGs).</p> <p>This programme will:</p> <ul style="list-style-type: none"> <li>• Provide an applied and intellectual education in the area of international business, which demonstrates an enquiring, critical, analytical and creative approach.</li> <li>• To stimulate and develop a scholarly approach in student to issues pertinent to HRM, utilising contemporary, challenging and relevant curriculum development;</li> </ul>

- To provide students with a conceptual and applied understanding of contemporary HRM, leadership and change, work/organisational and organisational behaviour (OB) theories, models, challenges, perspectives, processes and practices.
- Encourage students to focus on their employability at key stages of their learning journey and whilst developing deeper knowledge of international business tracks linked to their preferred career paths.
- Develop responsible leadership behaviours and provide opportunity to apply this knowledge to business/societal issues and challenges in an ethical, sustainable and entrepreneurial way to ensure students are work ready.
- Provide the opportunity for the development of personal transferable skills across different cultural, social and economic contexts.
- To provide students with the opportunity to seek membership of the UK HR professional body (Chartered Institute of Personnel and Development (CIPD)) as a student member, upgrading to Associate membership after graduation.

The design of the programme reflects a belief in the value of developing inter-disciplinary, reflective practitioners who can understand the broad context and principles of managing people and organisations. The BA (Hons) International Business and HRM programme provides a balance between a comprehensive grounding in key business disciplines coupled with vocational relevance for a career as a people manager. This enables students to develop a critical understanding of the management of people in culturally diverse contexts and develop the ability to evaluate complex people management decisions within organisations at strategic and operational levels.

By participating in this programme students embark on a development programme that focuses on fostering ethical leadership and sustainability, and through involvement in various team projects, learn about managing self and others. During their time in the university community students are required to develop a range of GCU Common Good Attributes that will prepare them for a number of work contexts and cultures. This degree will further enhance student understanding of the world of work through participation in a wide range of teaching and learning experiences including integrative case studies, company sponsored group projects, company visits and industry speakers.

This programme builds on elements of existing good practice, whilst engaging fully with innovation of approach in terms of Departmental, School and wider University provision and requirements. It embraces the future of Scottish, UK and International economies and provides an opportunity in terms of innovative portfolio development for GCU to continue to recognise the importance of the field of Human Resource Management provision at HE level (with professional accreditation from the Chartered Institute of Personnel and Development).

### 3. LEARNING OUTCOMES

The programme provides opportunities for students to develop and demonstrate knowledge and understanding, skills, qualities and other attributes in the following areas:

#### **A: Knowledge and understanding;**

- A1 Principles, policies and values relating to the UN Sustainable Development Goals (SDGs) in a range of geographic and industry contexts.
- A2 Strategic, ethical, financial, human resource and operational challenges International Business managers face in a variety of business contexts.

- A3 Business and social science research philosophies, methodologies and techniques to advance scholarship and research in International Business.
- A4 Principles theories and concepts of International Business and HRM in relation to transferability of knowledge and skills across nation, industry, sector and organisation
- A5 Specialised knowledge of HRM through academic engagement with advanced principles and concepts
- A6 Nature and role of responsible leadership and ethics in relation to employability and economic sustainability at a local and global level.

**B: Practice: Applied knowledge, skills and understanding;**

- B1 Critically review, synthesise and apply knowledge relevant to International Business and HRM contexts
- B2 Critically analyse, evaluate and utilise qualitative and quantitative information in International Business and HRM research
- B3 Critically analyse current thinking, research and business practice in International Business and HRM across a range of contexts
- B4 Utilise relevant information sources in an appropriate manner to generate alternative operational and strategic decisions and formulate creative, responsible, sustainable and ethical solutions to business challenges
- B5 Demonstrate originality, insight and innovativeness in identifying, exploring, addressing opportunities and challenges
- B6 Understanding and sensitivity to individual professional development through interaction with applied practices and skills in International Business and HRM

**C: Generic cognitive skills;**

- C1 Critical reading and thinking
- C2 Ethical awareness
- C3 Self-reflection and awareness
- C4 Creativity
- C5 Diagnostic and problem-solving
- C6 Confidence
- C7 Decision-making
- C8 Research skills: information retrieval and collection; data analysis and synthesis

**D: Communication, numeracy and ICT skills**

- D1 Effective use of communication and digital technologies to present ideas in a range of contexts
- D2 Professionalism in the use of a range of oral communications techniques when articulating ideas and concepts
- D3 Report and project writing skills
- D4 Numeracy and quantitative skills in interpreting financial and statistical data
- D5 Presentation skills including verbal and written communication in a variety of formats
- D6 Inter-personal skills including questioning and listening, influencing and persuading, advising others and giving feedback

**E: Autonomy, accountability and working with others.**

- E1 Effective and responsible leadership
- E2 Group working skills including teambuilding, negotiation and conflict resolution
- E3 Time-management; planning and organising work, self-discipline
- E4 Taking ownership; independent learning and working; reflecting and acting on

- constructive feedback
- E5 Inter-cultural awareness: understanding different perspectives, multi-cultural sensitivity and appreciation and development of a global mind-set
- E6 Career development and networking
- E7 Continuing professional and personal development skills

#### **4. LEARNING AND TEACHING METHODS**

The programme provides a variety of learning and teaching methods. Programme and Module specific guidance will provide detail of the learning and teaching methods specific to each module.

Across the programme the learning and teaching methods and approaches may include the following:

- Lectures
- Seminars
- Practical classes
- Placements
- Simulation experiences
- Groupwork
- Flipped classroom approaches
- Online learning

The above approaches may be delivered either in person or online as appropriate and determined at module level by the Module Leader.

#### **5. ASSESSMENT METHODS**

The programme provides a variety of formative and summative assessment methods. Programme and Module specific guidance will provide detail of the assessment methods specific to each module.

Across the programme the assessment methods may include the following:

- Written coursework (essays, reports, case studies, dissertation, literature review)
- Oral coursework (presentations, structured conversations)
- Practical Assessment (Placement, VIVA, Laboratory work)
- Group work
- Blogs and Wikis
- Portfolio Presentations
- Formal Examinations and Class Tests

The above assessments may be delivered either in person and online as appropriate and determined at module level by the Module Leader.

#### **6. ENTRY REQUIREMENTS**

Specific entry requirements for this programme can be found on the prospectus and study pages on the GCU website at this location: [www.gcu.ac.uk/study](http://www.gcu.ac.uk/study)

The Course webpage specific to this Programme is: <https://www.gcu.ac.uk/study/courses/bachelors-international-business-glasgow>

All students entering the programme are required to adhere to the [GCU Code of Student Conduct](#).

## 7. PROGRAMME STRUCTURE AND AVAILABLE AND FINAL EXIT AWARDS<sup>1</sup>

The following modules are delivered as part of this programme:

Module Code	Module Title	Core or Optional	SCQF Level	Credit Size	Coursework %	Examination %
M1N230354	Global Challenges for Business & Society	Core – A	7	20	40% / 40% / 20%	
M1N530484	Principles of Marketing	Core – A	7	20	50%	50%
M1L130358	International Economic Issues and Challenges	Core – A	7	20	50%	50%
M1N630481	Fundamentals of Managing People	Core – B	7	20	30% / 70%	
M1N230404	Management Theory and Concepts	Core – B	7	20	60%	40%
<i>One of the following:-</i>						
M1M230355	Law in Business	Option – B	7	20	60% / 40%	
M1L130406	Introduction to Quantitative Data Analysis	Option – B	7	20		100%
M1L325482	Business of Social Science	Option – B	7	20	100%	
M1N30466	Fundamentals of Risk Management	Option - B	7	20	100%	
M2N230571	Responsible Management and Practice	Core- A	8	20	50%	50%
M2N330359	Fundamentals of Financial Management for Decision Makers	Core – A	8	20	40%	60%
M2N230570	International Work, Organisations and Society	Core – A	8	20	60%	40%
M2N230410	Operations and Supply Chain Management	Core – B	8	20	100%	
M2L130415	International Institutions and Environments	Core – B	8	20	50%	50%
M2N230499	Learning and Development for Individuals, Organisations and Society	Core -B	8	20	30% / 70%	
M3N230361	Business Case Investigation	Core – A	9	20	100%	
M3N230566	International Business Strategy	Core – A	9	20	50% / 50%	
M3N630607	Contemporary Employment Relations in The Global Economy	Core – A	9	20	40% / 60%	
M3N230387	Sustainability, Corporate Responsibility and Ethics	Core – B	9	20	30% / 70%	
M3N230461	Managing People and Diversity at Work	Core – B	9	20	30% / 70%	
<i>One of the following:-</i>						
M3N230362	Citizenship and Community Participation	Option – B	9	20	100%	
MHN230368	Work Experience Placement	Option – B	9	20	100%	

<sup>1</sup> Periodically, programmes and modules may be subject to change or cancellation. Further information on this can be found on the GCU website here: <https://www.gcu.ac.uk/currentstudents/essentials/policiesandprocedures>

M3N630605	Talent Management in Changing Global Contexts	Option - B	9	20	30% / 70%	
M3N230365	Professional Practice 2	Option – B	9	60	100%	
	6 Month Exchange – Trimester B	Option – B	9	60		
MHN630366	Graduate Talent Employability	Core – A	10	20	100%	
MHN230606	Leading for Change	Core – A	10	20	50%	50%
MHN230367	Honours Research Project	Core – AB	10	40		100%
MHN630511	Strategic HRM In Contemporary Contexts	Core – B	10	20	30% / 70%	
<i>One of the following:-</i>						
MHN130401	Managing Sustainable Business Excellence	Option – B	10	20	50% / 50%	
MHW230525	Global Social Entrepreneurship and Enterprise	Option – B	10	20	40% / 60%	
MHN530495	Global Brand Storytelling	Option – B	10	20	100%	
MHN230421	Contemporary Issues in World Economy	Option - B	10	20	40%	60%

Students undertaking the programme on a full-time basis commencing in September of each year will undertake the modules in the order presented above. This may be subject to variation for students commencing the programme at other times of year (e.g. January) and/or undertaking the programme on a part-time or distance learning mode of delivery.

The following final and early Exit Awards are available from this programme<sup>2</sup>:

**Certificate of Higher Education in International Business and Human Resource Management** - *achieved upon successful completion of 120 credits*

**Diploma of Higher Education in International Business and Human Resource Management** - *achieved upon successful completion of 240 credits*

**Bachelor of Arts in International Business and Human Resource Management** - *achieved upon successful completion of 360 credits*

**Bachelor of Arts with Honours in International Business and Human Resource Management** - *achieved upon successful completion of 480 credits*

## 8. ASSESSMENT REGULATIONS

<sup>2</sup> Please refer to the [GCU Qualifications Framework](#) for the minimum credits required for each level of award and the Programme Handbook for requirements on any specified or prohibited module combinations for each award.

Students should expect to complete their programme of study under the GCU Assessment Regulations that were in place at the commencement of their studies on that programme, unless proposed changes to University Regulations are advantageous to students. These can be found at:

<https://www.gcu.ac.uk/aboutgcu/services-and-facilities/qualityassuranceandenhancement/regulations-and-policies>

**VERSION CONTROL (to be completed in line with AQPP processes)**

**Any changes to the PSP must be recorded below by the programme team to ensure accuracy of the programme of study being offered.**

<i>Version Number</i>	<i>Changes/Updates</i>	<i>Date Changes/Updates made</i>	<i>Date Effective From</i>
1.0	Reviewed for UG programme review	October 2023 – May 2024	September 2024
2.0	Addition of exchange modules	December 2025	December 2025