

Appendix A: Programme Specification Pro-forma (PSP)

1. GENERAL INFORMATION

1. Programme Title:	BA (Hons) International Business and Human Resource Management
2. Final Award:	BA (Hons) International Business and Human Resource Management
3. Exit Awards:	Certificate of Higher Education Diploma of Higher Education BA International Business and Human Resource Management BA (Hons) International Business and Human Resource Management
4. Awarding Body:	Glasgow Caledonian University
5. Approval Date:	November 2018
6. School:	Glasgow School for Business and Society
7. Host Department:	Management and HRM
8. UCAS Code:	N120
9. PSB Involvement:	Chartered Institute of Personnel and Development
10. Place of Delivery:	Any GCU Campus
11. Subject Benchmark Statement:	QAA Business and Management Benchmark
12. Dates of PSP Preparation/Revision:	April 2022

2. EDUCATIONAL AIMS OF THE PROGRAMME

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. Moreover, this programme helps address the call from the influential MacLeod Review (2009, p120) for better education of managers in 'so-called soft skills or people skills' and the resulting Engage for Success paper (MacLeod and Clarke, 2014) which evidences the influence of such skills on employees and organisations.

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 meets the QAA General Business and Management Benchmark Statement 2015, Principles of Responsible Management Education (PRME) and UN Sustainable Development Goals (SDGs).

This programme will:

- Provide an applied and intellectual education in the area of international business, which demonstrates an enquiring, critical, analytical and creative approach.
- To stimulate and develop a scholarly approach in student to issues pertinent to HRM, utilising contemporary, challenging and relevant curriculum development;
- 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.
- Provide a foundation year that encourages students to focus on their employability and develop a broad understanding of business and management prior to developing deeper knowledge of international business tracks linked to their preferred career paths.
- Develop enterprising and 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.
- Provide a solid grounding for students who intend to undertake further study, either for a postgraduate degree or professional qualifications.
- 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, or with advanced standing, after graduation.

The design of the foundation year reflects a belief in the value of developing inter-disciplinary, reflective practitioners who can understand the broad context and principles of managing organisations. Level 2 modules allow students to expand knowledge in both core and HRM subject areas linking with the level 2 theme of raising business awareness. Challenge and opportunity is a theme embedded implicitly and explicitly within level 3 and finally at level 4 the programme enables individual development in terms of deeper specialism and identity. By participating in this programme students embark on a development programme that focuses on fostering ethical leadership, enterprise and entrepreneurship 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. PROGRAMME STRUCTURES AND REQUIREMENTS, LEVELS, MODULES, CREDITS AND AWARDS

SCQF Level 7

Module Code	Module Title	Credit
M1N626553	Enterprising Behaviours for the Business Professional	20
M1N625621	Essentials of Managing Human Resources	20
M1N525493	Principles of Marketing	20
M1N326692	Fundamentals of Financial Management	20
M1L126648	International Economic Issues and Challenges	20
	Option	20

Option	Options (one of the following):
M1M225558	Law in Business
M1L325482	The Business of Social Science
	Language (French, Spanish, Italian or German)
	Language module level will be selected according to students' prior language knowledge (Introductory, Preliminary, Intermediate, General or Professional)

Exit Award – Certificate of Higher Education 120

SCQF Level 8

Module Code	Module Title	Credit
M2N225595	Ethics & Responsible Leadership	20
M2N225584	International Work, Organisations and Society	20
M2N426567	Financial Management for Decision Makers	20
M2N525513	Social Media Marketing	20
M2L125511	International Institutions and Environments	20
M2N225586	Learning and Development for Individuals, Organisations and Society	20

Exit Award – Diploma of Higher Education 240

SCQF Level 9

Module Code	Module Title	Credit
M3N225489	Entrepreneurship for Business, Society and the Professions	20
M3N225536	Contemporary Employment Relations	20
M3N225568	International Business Strategy	20
M3N225492	Business Research Methods: Theory and Practice	20
M3N225566	Talent Management in Changing Global Contexts	20
M3N225540	Managing People and Diversity at Work	20

Exit Award – BA International Business and Human Resource Management 360

SCQF Level 10

Module Code	Module Title	Credit
MHN225481	Dissertation	40
MHN225555	Sustainability Corporate Responsibility and Ethics in International Business	20
MHN625591	Leading Organisations in a Changing Global Context	20
MHN125559	Managing Sustainable Business Excellence	20
MHN225589	HRM Strategies for Organisational Performance and Reward	20

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4. ASSESSMENT REGULATIONS

The Glasgow Caledonian University Assessment Regulations which apply to this programme, dependent on year of entry can be found at:

<https://www.gcu.ac.uk/gaq/regulationsandpolicies/assessmentregulationsandassociatedpolicies>

