

Course Information Document: Undergraduate

For students starting in Academic Year 2018/2019

1. Course Summary

Names of programme(s) and award title(s)	BA (Hons) Business and Human Resource Management BA (Hons) Business and Human Resource Management with Placement Year BA (Hons) Business and Human Resource Management with International Year (see Annex A for details)
Award type	Single Honours
Mode of study	Full time
Framework of Higher Education Qualification (FHEQ) level of final award	Level 6
Duration	3 years 4 years with either the Placement Year or International Year between years 2 and 3
Location of study	Keele University – main campus
Accreditation (if applicable)	Chartered Institute of Personnel and Development (CIPD) – for further details see section 12
Regulator	Higher Education Funding Council for England (HEFCE)
Tuition Fees	UK/EU students: Fee for 2018/19 is £9,250* International students: Fee for 2018/19 is £14,000** The fee for the international year abroad is calculated at 15% of the standard year fee The fee for the placement year is calculated at 20% of the standard year fee
Additional Costs	Refer to section 15

* These fees are regulated by Government. We reserve the right to increase fees in subsequent years of study in response to changes in government policy and/or changes to the law. If permitted by such change in policy or law, we may increase your fees by an inflationary amount or such other measure as required by government policy or the law. Please refer to the accompanying Student Terms & Conditions. Further information on fees can be found at <http://www.keele.ac.uk/studentfunding/tuitionfees/>

** We reserve the right to increase fees in subsequent years of study by an inflationary amount. Please refer to the accompanying Student Terms & Conditions for full details. Further information on fees can be found at <http://www.keele.ac.uk/studentfunding/tuitionfees/>

How this information might change: Please read the important information at <http://www.keele.ac.uk/student-agreement/>. This explains how and why we may need to make changes to the information provided in this document and to help you understand how we will communicate with you if this happens.

2. What is a Single Honours programme?

The Single Honours programme described in this document allows you to focus predominantly on Business and Human Resource Management. In keeping with Keele's commitment to breadth in the curriculum, the programme also gives you the opportunity to take some modules outside Business and Human Resource Management, in other disciplines and in modern foreign languages as part of a 360-credit Honours degree. Thus it enables you to gain, and be able to demonstrate, a distinctive range of graduate attributes.

3. Overview of the Programme

The Business and Human Resource Management Programme is a Single Honours Degree that enables students to specialise in Human Resource Management within the broader context of studying business and management. The Business and Human Resource Management Programme at Keele offers a unique insight into Business and Human Resource Management and Industrial Relations by a main provider of courses in HRM and IR in the UK. The programme is designed to promote students' ability to engage either in graduate employment, in HR or in business more generally, or to undertake further postgraduate study in HRM and related subjects. Both subjects are established, key Social Science disciplines which possess a clear and coherent intellectual structure that engages with a broad range of other subjects, including international business, environmental science, politics, psychology, and sociology.

The Single Honours programme is delivered by Keele Management School and has been developed from our commitment to the responsibilities of business and their managers to wider social improvement. As a signatory to the Principles of Responsible Management Education, we promote reflection on a broad range of issues that have informed research interests here for over 20 years, including the promotion of gender equality, developing socially responsible practices and respect for difference and diversity. Our undergraduate programme is taught by colleagues from across the school and exposes students to new areas of research and development in the discipline as well as to the foundations of business and human resource management.

The programme is academically rigorous, and delivered in a challenging but supportive learning environment that provides sound foundations enabling students to acquire a range of skills that are highly relevant for either subsequent careers or further study.

The four-year Placement option provides students with the opportunity to undertake a year-long professionally focused placement (minimum 30 weeks full-time (1,050 hours) or equivalent) between Levels 5 and 6 of their degree programme in a sector relevant to their degree. Students will gain substantial experience of a professional working environment relevant to their future career aspirations allowing for familiarisation of professional practice, enhanced skill development, and reflection upon programme content.

The four-year International study option provides students with the opportunity to undertake a year-long study abroad programme taught in English at an international university between Levels 5 and 6 of their degree programme in a subject relevant to their degree. Students will gain substantial experience of study in a different culture to their own and additionally benefit from the opportunity to develop their knowledge and networks in specialist areas of Management relevant to both international and home settings.

4. Aims of the Programme

The broad aims of the programme are to enable you to:

- Think, talk, and write about Business and Human Resource Management in a systematic way, drawing on the intellectual traditions and scholarly methods of social sciences.
- Understand, evaluate and critically reflect on a range of concepts, theories and techniques relevant to contemporary developments in management.
- Understand, evaluate and apply a range of theories about the nature of the task of managing people at work.

- Appreciate the theory and empirical reality of Business and Human Resource Management in its historical, social, political and economic contexts.
- Develop an ability to draw from relevant complementary disciplines in order to explore and better understand organisations and work.
- Develop an understanding of the ways in which organisations operate, the role of managers in changing external and internal environments and in organisational activity.
- Acquire a critical understanding of the nature and development of Business and Human Resource Management, including managerial practices and worker organisation.
- Acquire a critical understanding of the role and impact of organisation's activities in society, including the responsibilities and challenges that can arise in a variety of sectors.
- Develop the capability to investigate and learn independently in social science disciplines, to gather relevant information and to evaluate, question and creatively synthesise this information in critical analysis.
- Acquire a range of relevant key skills (such as communication, working with others, self-improvement and problem solving) in preparation for employment or further study.
- Develop familiarity with suitable scholarship techniques, the methods of social scientific research and the limitations of different methodologies.
- Become familiar with the main quantitative and qualitative methods of social scientific research used in the collection and analysis of employment data.

5. What you will learn

The intended learning outcomes of the programme (what students should know, understand and be able to do at the end of the programme), can be described under the following headings:

- Subject knowledge and understanding
- Subject specific skills
- Key or transferable skills (including employability skills)

Subject knowledge and understanding

Successful students will be able to demonstrate knowledge and understanding of:

- The contested nature of the employment relationship and its regulation.
- The main processes and actors in the regulation of the employment relationship.
- HRM theories and concepts and their relevance to organisations.
- Historical, social, political and economic contexts of Business and Human Resource Management.
- Organisations, the changing environment in which they operate and how they are managed.
- The activity and impacts of managers and the people they employ, their operations, business policy, ethics and strategies.
- Issues familiar to social science that affect or influence the business environment such as globalisation, diversity, ethical or responsible business practice and technological change.

Subject specific skills

Successful students will be able to:

- Describe and evaluate the application of key concepts and theoretical approaches to a range of contemporary problems in the management of labour and organisations.
- Explain and analyse the impact of social inequality and diversity and the significance of the historical, social, political and economic contexts on the management of labour and the response of labour.
- Critically evaluate the effectiveness of current Business and HRM strategies and policies within organisations, and recommend enhanced strategies and policies.
- Assess and present the conclusions of theoretical and empirical work in Business and Human Resource Management to a range of audiences and in a variety of appropriate formats.

- Frame a research problem in the management of organisations and labour, deciding upon the factors that may be considered relevant to the purpose of the research.
- Utilise a variety of theories to analyse developments in the management of organisations.
- Utilise a variety of methods of communicating ideas in management including graphical, poster-based, and essay exposition.
- Apply logical reasoning based on knowledge of management to a variety of theoretical and applied topics and problems.
- Organise, present and analyse data using a methodology appropriate to social research.
- Frame a research problem, deciding upon the quality and limitations of a given approach.

Key or transferable skills (including employability skills)

Successful students will be able to:

- Communicate using a variety of medium to a range of audiences.
- Work effectively both as an individual and as part of a group or a team, recognising and respecting the viewpoints of others and developing understanding and awareness of leadership styles and their impacts upon projects.
- Work effectively with information technology, literature searches and library resources.
- Demonstrate effective skills in problem-solving.
- Demonstrate and sustain effective approaches to learning and study, including time management, flexibility, creativity, intellectual integrity and professional management skills.

6. How is the Programme taught?

Learning and teaching methods used on the programme vary according to the subject matter and level of the module. They include the following:

- **Traditional lectures** accompanied by suggested reading for independent study, intended to provide a core framework of subject knowledge on which a systematic understanding of major principles can be built. Some lecture classes may feature activities such as mock auctions, quizzes that involve voting, or other interactive activities
- **Tutor-led seminars** where students contribute to or lead a discussion on key topics or make a presentation on a specific point so as to develop critical thinking and permit the reflective individual expression of that core understanding
- **Problem-based tutorials** (often based on scenarios rooted in the real world) in which students are expected to offer answers or solutions to previously provided problems but which also offer opportunity for students to direct specific questions to tutors and develop better understanding of the issues in question. These tutorials enable students to acquire and refine key accounting skills
- **Practical, computer laboratory based classes** where students acquire the hands-on skills associated with describing, analysing and interpreting business data
- **Directed independent study** where students are referred to specific materials or asked to research and find information independently, which may extend to undertaking an independent research project under the supervision of an experienced tutor. Other opportunities for directed independent study are available in our computer laboratories which are equipped with Bloomberg information terminals and Sage accounting software allowing students to interact with real world data and situations
- Students may undertake **Web-based self-study** exercises using the University's virtual learning environment (KLE). The KLE gives students easy access to a wide range of resources and research tools and permits the use of online discussion, quizzes and 'blogs' in teaching and learning whilst permitting students to develop improved IT knowledge

- In addition, students who complete the placement programme will conduct a **skills audit** in relation to their 'fit' to sector skill demands, whilst critically evaluating their learning from the placement context.

Apart from these formal activities, students are also provided with regular opportunities to talk through particular areas of difficulty, and any special learning needs they may have, with their Personal Tutors or module lecturers on a one-to-one basis.

These learning and teaching methods enable students to achieve the learning outcomes of the programme in a variety of ways. For example:

- Lectures and independent study allow students to gain a systematic understanding of the ideas which lie behind Business and Human Resource Management, and how these ideas inform practice.
- Tutorials provide opportunities for students to ask questions about, and suggest answers to problems in a responsible way, and to present their own ideas to members of staff and other students using an appropriate medium of communication.
- Interactive lectures, tutorials and web-based activities encourage students to reflect on their own learning and take responsibility for its development by addressing areas of difficulty, perhaps by discussing them with their fellow students or by getting additional help from a member of staff.
- Undertaking a research report with the support of an experienced and active researcher allows students to formulate relevant research questions and devise a feasible and ethically sound strategy for answering them.

7. Teaching Staff

Currently Keele Management School comprises of 48 full time academic staff members – professors, lecturers and teaching fellows. Most staff members have teaching qualifications and those that do not are actively working to attain them. A number of staff have PhD qualifications and a number have professional qualifications. All members of staff seek to ensure that module content represents up to date standards and legislation and reflects current relevant research, including the results of their own research.

The school maintains a strong commitment to excellence and innovation in teaching and research. Teaching is informed by research with teaching staff presenting and publishing academic papers at national and international conferences, in books and in internationally ranked journals.

The University will attempt to minimise changes to our core teaching teams, however, delivery of the programme depends on having a sufficient number of staff with the relevant expertise to ensure that the programme is taught to the appropriate academic standard.

Staff turnover, for example where key members of staff leave, fall ill or go on research leave, may result in changes to the programme's content. The University will endeavour to ensure that any impact on students is limited if such changes occur.

8. What is the Structure of the Programme?

The academic year runs from September to June and is divided into two semesters. The number of weeks of teaching will vary from programme to programme, but you can generally expect to attend scheduled teaching sessions between the end of September and mid-December, and from mid-January to the end of April.

Our degree programmes are organised into modules. Each module is usually a self-contained unit of study and each is usually assessed separately with the award of credits on the basis of 1 credit = 10 hours of student effort. An outline of the structure of the programme is provided in the tables below.

There are three types of module delivered as part of your programme. They are:

- Compulsory modules – a module that you are required to study on this programme;
- Optional modules – these allow you some limited choice of what to study from a list of modules;

- Elective modules – a free choice of modules that count towards the overall credit requirement but not the number of subject-related credits.

A summary of the credit requirements per year is as follows, with a minimum of 90 subject credits (compulsory plus optional) required for each year.

Year	Compulsory	Optional		Electives	
		Min	Max	Min	Max
1	60	30	60	0	30
2	75	15	45	0	30
3	45	45	75	0	30

Module lists

Year 1 (Level 4)

Compulsory modules	Credits	Optional modules	Credits
SEMESTER ONE		SEMESTER ONE	
		<i>Choose a minimum of one of the following:</i>	
Management in Context MAN-10018	15	Introductory Microeconomics ECO-10028	15
The British and Global Economy ECO-10025	15	Quantitative Methods 1 ECO-10026 ¹	15
		Marketing Principles MAN-10019	15
		Accounting Principles MAN-10015 ²	15
		Business Law LAW-10027	15
		Global Business Environments MAN-10022 ³	15
		Academic English for Business Students (Part 1) ENL-90003 ⁴	15
SEMESTER TWO		SEMESTER TWO	
		<i>Choose a minimum of one of the following:</i>	
Foundations of Human Resource Management HRM-10007	15	Quantitative Methods 2 ECO-10027 ⁵	15
Managing in a Changing Society MAN-10030	15	Financial Accounting MAN-10024 ⁶	15
		Introduction to International Business MAN-10023 ³	15
		Multinational Enterprise Business Perspectives MAN-10026 ⁷	15

Notes:

- (1) Not available for students with A Level Maths (or equivalent). For students without A Level Maths, wishing to take Quantitative Methods 2 (ECO-10027), you will need to take this module
- (2) You will need to take this module if you wish to take Financial Accounting (MAN-10024)
- (3) If you wish to take Managing in the Multinational Corporation (MAN-20084) at level 5, you will need to either study Global Business Environments (MAN-10022) OR Introduction to International Business (MAN-10023)
- (4) Open only to non-native speakers of English and successful completion of ENL-10031 (EAP 1) with a score of over 60%, or ENL-90006 (EAP 2), or equivalent or by recommendation of the Language Centre. Cannot be taken with other ENL- module (English Language module) in the same academic year
- (5) Prerequisite of either A Level Maths (or equivalent) OR Quantitative Methods 1 (ECO-10026)
- (6) Prerequisite Accounting Principles (MAN-10015)
- (7) Live company project, recommended for those wishing to take a Placement Year

Year 2 (Level 5)

Compulsory modules	Credits	Optional modules	Credits
SEMESTER ONE		SEMESTER ONE	
Organisational Behaviour MAN-20055	15	Business Ethics MAN-20091	15
Employee Resourcing HRM-20017	15	Managing in the Multinational Corporation MAN-20084 ¹	15
Developing Professional Practice (sem 1&2) HRM-20019	15	Academic English for Business Students (Part 1) ENL-90003 ²	15
		Academic English for Business Students (Part 2) ENL-90004 ³	15
SEMESTER TWO		SEMESTER TWO	
		<i>Choose a minimum of one of the following:</i>	
Managing Human Resources HRM-20015	15	Operations and Quality Management MAN-20053 ⁴	15
Employment Relations HRM-20018	15	Corporate Governance and Social Responsibility MAN-20082	15
		International Supply Chain Management MAN-20083 ⁴	15
		Social Enterprise and Alternative Organising MAN-20093	15

Notes:

- (1) Prerequisite either Global Business Environments (MAN-10022) OR Introduction to International Business (MAN-10023)
- (2) Open only to non-native speakers of English and successful completion of ENL-10031 (EAP 1) with a score of over 60%, or ENL-90006 (EAP 2), or equivalent or by recommendation of the Language Centre. Cannot be taken with other ENL- module (English Language module) in the same academic year.
- (3) Open only to NON-NATIVE SPEAKERS OF ENGLISH after successful completion of AEB1 (Academic English for Business 1) with a score of under 60% or equivalent. Cannot be taken with other ENL- module (English Language module) in the same academic year.
- (4) You need to study either Operations and Quality Management (MAN-20053) or International Supply Chain Management (MAN-20083) if you wish to take Managing International Projects (MAN-30065) at Level 6.

Year 3 (Level 6)

Compulsory modules	Credits	Optional modules	Credits
SEMESTER ONE		SEMESTER ONE	
		<i>Choose a minimum of one of the following:</i>	
Business Strategy MAN-30048	15	What's Wrong with Entrepreneurship? MAN-30073	15
Pay and Performance Management HRM-31119	15	Identity, Culture & Organisation MAN-30040	15
		Comparative Business Cultures MAN-30056	15
		SME Live Project MAN-30072	15
		Employee Development HRM-30029	15
		Academic English for Business Students (Part 2) ENL-90004 ¹	15
		Advanced Business English Communication ENL-90005 ²	15
SEMESTER TWO		SEMESTER TWO	
		<i>Choose a minimum of one of the following:</i>	
Researching Contemporary Issues in HRM ISP HRM-31120	15	Discrimination and Equal Opportunities HRM-30030	15
		International Human Resource Management HRM-31118	15

		Choose a minimum of one of the following:	
		Managing International Projects MAN-30065 ³	15
		Enterprise Business Plan MAN-30070	15

Notes:

- (1) Open only to NON-NATIVE SPEAKERS OF ENGLISH after successful completion of AEB1 (Academic English for Business 1) with a score of under 60% or equivalent. Cannot be taken with other ENL- module (English Language module) in the same academic year.
- (2) Open only to THIRD-YEAR NON-NATIVE SPEAKERS OF ENGLISH on successful completion of AEB2 or EAP4; or AEB1 or EAP3 with a score of over 60%; or equivalent. Cannot be taken with other ENL- module (English Language module) in the same academic year.
- (3) Prerequisite either Operations and Quality Management (MAN-20053) OR International Supply Chain Management (MAN-20083)

Students may choose to study elective modules which are offered as part of other programmes in the Faculty of Humanities and Social Sciences and across the University. These include:

- Modules in other subjects closely related to Business and Human Resource Management.
- Modules in other subjects in which they may have a particular interest.
- Modules designed to help students for whom it is not their first language to improve their use of English for Academic Purposes.
- Modern foreign languages modules at different levels in French, German, Spanish, Russian, Japanese and Chinese (Mandarin).
- Modules related to the development of graduate attributes, student volunteering, and studying abroad as part of the University's exchange programme.

For further information on the content of modules currently offered, including the list of elective modules, please visit: www.keele.ac.uk/recordsandexams/az

9. Final and intermediate awards

Credits required for each level of academic award are as follows:

Honours Degree	360 credits	You will require at least 120 credits at levels 4, 5 and 6 You must accumulate at least 270 credits in Business and Human Resource Management (out of 360 credits overall), with at least 90 credits in each of the three years of study, to graduate with a named single honours degree in Business and Human Resource Management.
Diploma in Higher Education	240 credits	You will require at least 120 credits at level 4 or higher and at least 120 credits at level 5 or higher
Certificate in Higher Education	120 credits	You will require at least 120 credits at level 4 or higher

Business and Human Resource Management with International Year: in addition to the above students must pass a non-credit bearing module covering the international year in order to graduate with a named degree in Business and Human Resource Management with international year. Students who do not complete, or fail the international year, will be transferred to the three-year Business and Human Resource Management programme.

Business and Human Resource Management with Placement Year: in addition to the above students must pass a non-credit bearing module covering the placement year in order to graduate with a named degree in Business

and Human Resource Management with placement year. Students who do not complete, or fail the placement year, will be transferred to the three-year Business and Human Resource Management programme.

10. How is the Programme assessed?

The wide variety of assessment methods used within Business and Human Resource Management at Keele reflects the broad range of knowledge and skills that are developed as you progress through the degree programme. Teaching staff pay particular attention to specifying clear assessment criteria and providing timely, regular and constructive feedback that helps to clarify things you did not understand and helps you to improve your performance. The following list is representative of the variety of assessment methods used within Business and Human Resource Management:

- **Essays** including those based on case study material, test the quality and application of subject knowledge. In addition they allow you to demonstrate your ability to carry out basic bibliographic research and to communicate your ideas effectively in writing in an appropriate scholarly style using the Harvard system of referencing. Essays may be individual or based on working in a group and may also include a computational aspect
- **Class tests** taken either conventionally or online via the Keele Learning Environment (KLE) as Computer based tests assess your subject knowledge and your ability to apply it in a more structured and focused way compared to essays
- **Final examinations**, in different formats, test your knowledge and understanding of the module. Examinations may consist of essay, short answer, multiple choice questions and computational answers depending on the module
- **Individual report**, where you produce a document that sets out your response to the task, including your recommendations and conclusions
- **Group presentation**, where you collaborate with a group of fellow students and present your findings to other students on the module and the module tutor
- **Portfolios** where you assemble pieces of work to demonstrate your engagement with and understanding of a topic, either individually or in a group
- **Negotiation exercise** helps develop communication and team work skills by engaging with role-play activities that simulate workplace negotiations.
- **Work Placement reflection**: reflection on work placement activity and development of employability skills.

Marks are awarded for summative assessments designed to assess your achievement of learning outcomes. You will also be assessed formatively to enable you to monitor your own progress and to assist staff in identifying and addressing any specific learning needs. Feedback, including guidance on how you can improve the quality of your work, is also provided on all summative assessments within three working weeks of submission, unless there are compelling circumstances that make this impossible, and more informally in the course of tutorial and seminar discussions.

11. Contact Time and Expected Workload

This contact time measure is intended to provide you with an indication of the type of activity you are likely to undertake during this programme. The data is compiled based on module choices and learning patterns of students on similar programmes in previous years. Every effort is made to ensure this data is a realistic representation of what you are likely to experience, but changes to programmes, teaching methods and assessment methods mean this data is representative and not specific.

Undergraduate programmes at Keele contain an element of module choice; therefore, individual students will experience a different mix of contact time and assessment types dependent upon their own individual choice of modules. The figures below are an example of activities that a student may expect on your chosen programme by year/stage of study. Contact time includes scheduled activities such as: lecture, seminar, tutorial, project

supervision, demonstration, practical classes and labs, supervised time in labs/workshop, fieldwork and external visits. The figures are based on 1,200 hours of student effort each year for full-time students.

Activity	Year 1 (Level 4)	Year 2 (Level 5)	Placement Year	Year 3 (Level 6)
Scheduled learning and teaching activities	19%	17%	0%	14%
Guided independent Study	81%	83%	0%	86%
Placements	0%	0%	100%	0%

12. Accreditation

Students who register into the programme will get CIPD (Chartered Institute for Personnel Development) Student Membership as all HRM content has been approved by CIPD. Successful graduate must pass all the HRM core modules and one of the optional-core modules (e.g. HRM-31118 International HRM and HRM-30030 Discrimination and Equal Opportunities), in order to be transferred to CIPD Associate Membership upon graduation.

13. Regulations

The University Regulations form the framework for learning, teaching and assessment and other aspects of the student experience. Further information about the University Regulations can be found at: <http://www.keele.ac.uk/student-agreement/>

Course Regulations

A student who has completed a semester abroad will not normally be eligible to transfer onto the International Year option.

A student is not allowed to study both the International Year option and the Placement Year option.

14. Other learning opportunities

Study abroad (semester)

Students on the Business and Human Resource Management programme have the potential opportunity to spend a semester abroad in their second year studying at one of Keele's international partner universities.

Exactly which countries are available depends on the student's choice of degree subjects. An indicative list of countries is on the website (<http://www.keele.ac.uk/studyabroad/partneruniversities/>); however this does not guarantee the availability of study in a specific country as this is subject to the University's application process for studying abroad, subject to the CIPD accreditation requirement.

No additional tuition fees are payable for a single semester studying abroad but students do have to bear the costs of travelling to and from their destination university, accommodation, food and personal costs. Depending on the destination they are studying at additional costs may include visas, study permits, residence permits, and compulsory health checks. Students should expect the total costs of studying abroad to be greater than if they study in the UK, information is made available from the Global Education Team throughout the process, as costs will vary depending on destination

Whilst students are studying abroad any Student Finance eligibility will continue, where applicable students may be eligible for specific travel or disability grants. Students studying in Erasmus+ destinations may be eligible for grants as part of this programme. Students studying outside of this programme may be eligible for income dependent bursaries at Keele.

Students travel on a comprehensive Keele University insurance plan, for which there are currently no additional charges. Some governments and/or universities require additional compulsory health coverage plans; costs for this will be advised during the application process.

Study Abroad (International Year)

A summary of the International Year, which is a potential option for students after completion of year 2 (Level 5), is provided at Annex A.

Placement Year

Students have the opportunity to apply directly for the 4-year Business and Human Resource Management with Placement Year degree programme or to transfer onto the 4-year degree programme at the end of Year-1 and in Year-2 at the end of Semester 1. Students who are initially registered for the 4-year degree programme may transfer onto the 3-year degree programme at any point in time, prior to undertaking their year-long placement. To be eligible for the placement year, students must have a good University attendance record. They must also have passed all Year 1 modules with an overall module average of $\geq 60\%$. Students must have met the progression requirements to proceed to their final year of study prior to commencing a placement.

Students wishing to take the placement year should meet with the Programme Director to obtain their signature to confirm agreement before they will be allowed to commence their placement.

International students who require a Tier 4 visa must check with the Immigration Compliance Team prior to commencing any form of placement.

Enhanced Degree: With Language Competency/With Advanced Language Competency

Business and Human Resource Management students successfully completing a series of language elective modules have the opportunity to gain an enhanced degree title including their language competency such as, "BA (Hons) Business and Human Resource Management with competency in Japanese". Students taking language modules of at least 60 credits counting towards their main degree at Keele, and successfully completing minimum stage 6 in the chosen language, will be awarded an enhanced degree title with the designation 'with competency in [Language]'. Students taking language modules of at least 60 credits counting towards their main degree at Keele, and successfully completing stage 10 in the chosen language, will be awarded an enhanced degree title with the designation 'with advanced competency in [Language]'.

15. Additional costs

Placement Year Costs

Students will be responsible for organising their own placement, with the support of the placement officer. This allows students to choose when and where to carry out their placement, taking into consideration the potential living and travel expenses, for which they will be responsible. Students are encouraged to consider the potential costs incurred in carrying out the placement at the time of setting these up. Further guidance and support on these considerations is available from the placement officer.

As to be expected there will be additional costs for inter-library loans and potential overdue library fines, print and graduation.

We do not anticipate any further costs for this undergraduate programme.

16. Document Version History

Date of first approved version (v1.0): 25th January 2018

Revision history

Version number ¹	Author	Date	Summary of and rationale for changes

¹ 1.1, 1.2 etc. are used for minor changes and 2.0, 3.0 etc. for major changes (as defined in the University's Guidance on processes supporting curriculum changes)

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Annex A

Business and Human Resource Management with International Year

International Year Programme
<p>Students registered for Single Honours Business and Human Resource Management may either be admitted for or apply to transfer during their period of study at Level 5 to the Single Honours 'Business and Human Resource Management with International Year'. Students accepted onto this programme will have an extra year of study (the International Year) at an international partner institution after they have completed Year 2 (Level 5) at Keele.</p> <p>Students who successfully complete both the second year (Level 5) and the International Year will be permitted to progress to Level 6. Students who fail to satisfy the examiners in respect of the International Year will normally revert to the Business and Human Resource Management and progress to Level 6 on that basis. The failure will be recorded on the student's final transcript.</p> <p>Study at Level 4, Level 5 and Level 6 will be as per the main body of this document. The additional detail contained in this annex will pertain solely to students registered for 'Business and Human Resource Management with International Year'.</p>
International Year Programme Aims
<p>In addition to the programme aims specified in the main body of this document, the international year programme of study aims to provide students with:</p> <ol style="list-style-type: none">1. Personal development as a student and a researcher with an appreciation of the international dimension of their subject2. Experience of a different culture, academically, professionally and socially
Entry Requirements for the International Year
<p>Students may apply to the 4-year programme during Level 5. Admission to the International Year is subject to successful application, interview and references from appropriate staff.</p> <p>The criteria to be applied are:</p> <ul style="list-style-type: none">• Academic Performance (an average of 60% across all modules at Level 5 is normally required)• General Aptitude (to be demonstrated by application for study abroad, interview during the 2nd semester of year 2 (Level 5), and by recommendation of the student's personal tutor and programme director)
Student Support
<p>Students will be supported whilst on the International Year via the following methods:</p> <ul style="list-style-type: none">• Phone or Skype conversations with Study Abroad tutor, in line with recommended Personal Tutoring meeting points.• Support from the University's Global Education Team
Learning Outcomes
<p>In addition to the learning outcomes specified in the main text of the Programme Specification, students who complete a Keele undergraduate programme with International Year will be able to:</p> <ol style="list-style-type: none">i) Describe, discuss and reflect upon the cultural and international differences and similarities of

- different learning environments
- ii) Discuss the benefits and challenges of global citizenship and internationalisation
- iii) Explain how their perspective on their academic discipline has been influenced by locating it within an international setting.

In addition, students who complete 'Business and Human Resource Management with International Year' will be able to:

- iv) Design, plan and critically evaluate research projects with respect to Human Resource Management.
- v) Record relevant information accurately and systematically and reflect on a range of sources in a critical manner.
- vi) Integrate, apply and develop enhanced principles relating to the analysis of Human Resource Management.
- vii) To recognise, describe and explain cultural phenomena across national boundaries and reflect critically upon problems relating to contemporary society and culture.

These learning outcomes will all be assessed by the submission of a satisfactory individual learning agreement, the successful completion of assessments at the partner institution and the submission of the reflective portfolio element of the international year module.

Course Regulations

Students registered for the 'BA Business and Human Resource Management with International Year' are subject to the programme specific regulations (if any) and the University regulations. In addition, during the International Year, the following regulations will apply:

Students undertaking the International Year must complete 120 credits, which must comprise *at least 40%* in the student's discipline area.

This may impact on your choice of modules to study, for example you will have to choose certain modules to ensure you have the discipline specific credits required.

Students are barred from studying any Business and Human Resource Management module with significant overlap to Level 6 modules to be studied on their return. Significant overlap with Level 5 modules previously studied should also be avoided.

Additional costs for the International Year

Tuition fees for students on the International Year will be charged at 15% of the annual tuition fees for that year of study, as set out in Section 1. The International Year can be included in your Student Finance allocation, to find out more about your personal eligibility see: www.gov.uk

Students will have to bear the costs of travelling to and from their destination university, accommodation, food and personal costs. Depending on the destination they are studying at additional costs may include visas, study permits, residence permits, and compulsory health checks. Students should expect the total costs of studying abroad be greater than if they study in the UK, information is made available from the Global Education Team throughout the process, as costs will vary depending on destination.

Students studying in Erasmus+ destinations may be eligible for grants as part of this programme. Students studying outside of this programme may be eligible income dependent bursaries at Keele.

Students travel on a comprehensive Keele University insurance plan, for which there are currently no additional charges. Some Governments and/or universities require additional compulsory health coverage plans; costs for this will be advised during the application process.