APPROVED

Bachelor of Business: Human Resource Management
Faculty of Business and Logistics

Programme Title (Arabic)	البكالوريوس في إدارة الأعمال (تخصص إدارة الموارد البشرية)
Acronym / Abbreviation *	BBUS (HRM)
Nature	Major

Programme Code	BBS8070	**Programme Duration**	4 Year/Cycle	**Programme Level**	Level 8
Programme Credits	480	**Award Category**	Bachelors		

Effective From	2020/2021 Sem 2
Owner	School of Business

Professional Body						
Professional Body	*Recognition Status*	*Effective From*	*Interim Date*	*Professional Bodies*	*Contact Person*	*Evidence*
Employability Skills	Yes	04/01/2021				

*Target Groups ***
High School Graduates
International Students
Unemployed

Qualification Completion Requirements Criteria	Awarded where candidates have met all of the requirements below:
	
	• Successful completion of all courses listed in Schedule A
	
	and
	
	• Accumulation of 120 credits from courses in Schedule B of which 60 credits shall be at Level 8
	
	and
	
	• Achieve the Bahrain Polytechnic General Qualification Requirements as found in Policy A/AB/004, Naming and Awarding Qualifications:
	
	    • One National Requirements – Arabic course;
	
	    • Two National Requirements courses;

	• Accumulate 45 credits from 'Elective' courses. and • Completion of courses to accumulate a minimum of 480 credits from any Bahrain Polytechnic Qualification;
Programme Overview *	The Bachelor of Business HRM Programme is designed to prepare the students for a career in the field of HR as a HR Generalist or HR Specialist in Recruitment, Compensation & Benefits or ER Specialist. The BBus HRM Programme is based on a curriculum that focuses on building a strong foundation in a broad range of business disciplines, which widens the students' ability to think strategically, and enhance their employability. The programme has been designed to provide opportunities for students to gain a sound understanding of the business environment in which organizations operate and managing the "human capital" in any organization in pursuit of a degree in HRM The BBus HRM programme comprises of specialist HRM courses that incorporate international best practices , are aligned with the market needs and have been developed in consultation with the Industry Partners. Student may choose to exit with a Diploma in Business which covers the first two years of the programme. For those continuing towards achieving a Bachelor's Degree the focus of the programme switches to HRM Moreover , there is an option for the students to pursue a Double Major or enroll in a Minor as well. The BBus HRM has a range of courses to allow students to study in areas which are of relevance and interest to their individual HR career plan. The Year 3 and Year 4 students specialize in the field of HRM and cover essential courses on Resourcing & Talent Management, Employee Relations, Learning & Talent Development, Rewards and Compensation and Strategic HRM. The design of this programme also offers flexibility by allowing selection of courses from not only other business disciplines but also from other Bahrain Polytechnic programmes. The BBus HRM Programme is designed to prepare the "HR Strategic Business Partners " of tomorrow.

Entry and Selection *	General entry requirements such as secondary school achievements, English and Mathematics are described in the Student Admission Policy A/AB/010. Specific entry requirements for this qualification, beyond those described in the Student Admission Policy are as follows:
	
	 • Academic
	
	    • Applicants must demonstrate competence in English and in Mathematics. These requirements may be met by the successful completion of:
	
	        • AP4203 English 2
	        • AP4101 Mathematics 2 or similar
	
	or passing English and Mathematics Selection Tests at the required level.
	
	 • Applicants who do not meet all of the entry criteria above may be considered for special or provisional entry

Selection and Criteria and Process *	Where there are more applicants who meet the programme entry criteria than can be accepted, the following shall be used:
	
	• Selection Criteria
	
	     • Preference will be given to students who have successfully completed the Foundation Programme at Bahrain Polytechnic and have clearly demonstrated an aptitude for Business and a commitment to their study.
	     • Results from programme entry tests will be used to select students with the highest likelihood of successfully completing the degree programme.
	
	• Selection Process
	
	     • Applicants may be required to attend an interview.
	     • Consideration of work experience and prior educational achievement may be used

Major Selection Criteria *	• Major Selection Requirements
	     • All students must have completed, or be exempted from, 210 credits from courses listed in Schedule A inclusive of:
	        • 45 credits of English courses
	        • BU6004 Introduction to Management
	        • BU6011 Business Research Methods
	        • BU7002 Human Resource Management
	
	Major Selection Criteria
	
	• Where there are more applicants for a major than places available, priority for selection will be made using combined GPAs for courses as set out as follows:
	
	     • BU6011 Business Research Methods
	
	     • BU6004 Introduction to Management
	
	     • BU7002 Human Resource Management

Accreditation / External Approval Requirements *	None specific to this qualification yet. Though there is an intent to apply for Accreditation with CIPD Level 5 Programme.
Attendance Requirements *	Attendance requirements are described in the policy Student Attendance A/AB/010.

Qualification Overview *	The qualification encompasses an initial two years full-time academic study in the broad Business disciplines at NQF levels 6 and 7, followed by two years full-time academic study of specialist study at NQF levels 7 and 8. The intention is to build up core knowledge in a range of areas including Marketing, Accounting, Finance, Quantitative Techniques, Research Methods, Economics, Management, Information Systems and Business Law; to develop general academic capacity, introduce sociological and ethical issues in business, and prepare for a chosen specialist field of study. The specialist area of study in Human Resource Management (HRM) runs over the final two years and comprises courses that are designed to develop students' abilities to think and operate strategically within the HRM arena. In the final year, this knowledge is consolidated in the form of the capstone industry project where students operate in a fully authentic setting as professionals on a current HRM issue that a partner company is dealing with. The industry project requires the learners to develop solutions towards authentic business needs underpinned by general and specialist theoretical argumentation.
Qualification Aim *	The overall aim of the Bachelor of Business in HRM is to develop broad-based business graduates with specialist knowledge and skills at the international forefront of Human Resource Management that meet the requirements of the Bahrain and the wider GCC region. This aim is congruent with the human capital development aspirations outlined in Economic Vision 2030.
	In Bahrain the majority of employment opportunities for HRM graduates will come from the private sector, parts of the semi-government sector undergoing transformation as well as SME's and family businesses who are 'corporatising' their business models. A 2014 law change that requires any company with over fifty employees to have a Bahraini HR staff member will create demand for graduates. Dr Jarmo Kotilaine, Bahrain Economic Development Board highlighted the scale of the market in Saudi Arabia and the range of opportunities the Eastern Province offers for graduates willing to move or commute. Diagram 2.6A provides for essentially two progression opportunities for graduates – into employment or into post-graduate study. <table><tr><td>Postgraduate Study ▲</td><td>Employment ▲</td></tr><tr><td colspan="2">Bachelor of Business (HRM) Major, Years 3 and 4</td></tr><tr><td colspan="2">▲</td></tr><tr><td colspan="2">Bachelor of Business, Years 1 and 2</td></tr></table>

▲	▲	▲
Secondary school graduates	Foundation Programme	Workforce

Diagram 2.6A: Graduate Pathways

Graduate Pathways and Destination *

Employment

This programme prepares students for the following careers and/or employment opportunities:-

- HR Manager
- HR Generalist
- HR Specialists
- Learning & Development Specialist
- Recruitment, Specialist
- Compensation and Benefits Specialist
- Employee Relations Specialist
- OD Specialist
- Training Manager
- Business Trainer
- HR Consultant
- General management
- Owner/managers

In addition, in seeking CIPD accreditation (Diagram 2.6B), the programme should achieve widespread international recognition and allow students to progress to further fields of study, including:-

- Masters in Business Administration

- Specialist Masters in Human Resource Management

- Advanced CIPD or Equivalent Professional Qualifications

Diagram 2.6B: CIPD on National Qualifications Frameworks

Advanced

(postgraduate)

L7 (England/Wales/NI)

L9 (Ireland)

Level 8/9 (Bahrain)

L11 (Scotland)

Executive Masters or Post Graduate Diploma in Business in:-

- Human Resource Management

- Human Resource Development

Core Subject Areas

Intermediate

L5 (England/Wales/NI)

L7 (Ireland)

L8 (Bahrain)

L9 (Scotland)

Award, Certificate and Diploma in:-

- Human Resource Management

- Human Resource Development

- Strategic HRM

- International HRM

- Organisational Design

- Employment Law

- Employee Relations

- Talent and Career Management

- Total Rewards

- Coaching

- Employer-Specific Programmes

Foundation

L3 (England/Wales/NI)

Award, Certificate and Diploma in:-

L5(Ireland)

Human Resource Practice

L6 (Bahrain)

- Learning and Development

L6(Scotland)

Other Information *	**Employability Skills Generic Definition:**	
	Communication	Communicate in ways that contribute to productive and harmonious relationships across employees and customers.
	Team work	Work effectively independently and in collaboration with others.
	Problem solving	Think critically and respond appropriately to changing needs within a growing and diversifying economy.
	Initiative and enterprise	Apply resourcefulness, innovation and strategic thinking to a range of workplace situations.
	Planning and organisation	Plan and manage their working lives.
	Self management	Demonstrate self discipline and adaptability, and be able to plan and achieve personal and professional goals.
	Learning	Understand the need for and engage with continuous learning throughout the lifespan.

	Technology	Utilize information technology effectively and ethically in their personal and professional lives.

Programme Learning Outcomes

On successful completion of this programme the learner will be able to :

Description
Demonstrate a detailed knowledge of core business concepts and a broad understanding of the changing business environment
Demonstrate competence as a developing HR professional, guided by moral, ethical and legal principles as well as a critical awareness of contemporary and emerging issues at the forefront of HRM
Evaluate business perspectives and adapt strategies to deal with varied (defined and some undefined) business contexts
Use specialist HR skills to develop strategic initiatives that increase organisational effectiveness
Demonstrate appropriate use of workplace skills, technology and techniques for evaluation and interpretation of business data in order to solve problems and support organisational decision making
Balance business needs with employee needs at operational and strategic levels in a diverse range of evolving scenarios and situations
Develop the cognitive abilities of independent learning, critical evaluation, analysis and synthesis and demonstrate their competence as self-directed, reflective learners who are able to continuously appraise their personal capability and development towards personal, career and academic goals;
Practice as a professional using 21st century skills

Semester Schedules

Year 1 / Semester 1

Core	
Course Code	**Title**
BU6008	**Applied Communication**

BU6005	**Introduction to Accounting**

EL5001	**Introduction to English Communication**

BU6001	**Introduction to Marketing**

Year 1 / Semester 2

Core	
Course Code	**Title**
EL5002	**English Communication for Research, Reading and Writing in the Disciplines**

BU6007	**Introduction to Economics**

NR	**National Requirements**

BU6006	**Quantitative Business Methods**

Optional	
Course Code	**Title**
NR-Arabic	**National Requirements- Arabic**

Year 2 / Semester 1

Core	
Course Code	**Title**
EL6003	**English Skills A**

BU6009	**Introduction to Finance**

BU6004	**Introduction to Management**

BU6010	**Management Information Systems**

Year 2 / Semester 2

Core	
Course Code	**Title**
BU7003	**Business Law**

BU6011	**Business Research Methods**

BU7002	**Human Resource Management**

Year 3 / Semester 1

Optional	
Course Code	**Title**
BU7701	**Employee Relations**

BU7203	**Leadership for Change Management**

BU7700	**Resourcing and Talent Management**

Elective	
Course Code	**Title**
ELE1	**Electives 1**

Year 3 / Semester 1 or 2

Core	
Course Code	**Title**
EL6402	**Research Skills**

EL6401	**Skills for Academic Writing**

EL6403	**Speaking Skills for Interviews**

Year 3 / Semester 2

Core	
Course Code	**Title**
BU6012	**Project Management**

Optional	
Course Code	**Title**
BU8700	**Learning and Talent Development**

BU8703	**Performance Management Systems**

Elective	
Course Code	**Title**
ELE1	**Electives 1**

Year 4 / Semester 1

Optional	
Course Code	**Title**
BU7702	**International Human Resource Management**

BU8701	**Rewards and Compensation Management**

BU8702	**Strategic HRM**

Elective	
Course Code	**Title**
ELE1	**Electives 1**

Year 4 / Semester 2

Core	
Course Code	**Title**
BU8099	**Cooperative Industry Project Business**