

Faculty of Business and Law

**BA Human Resource Management
(Top-up)**



Welcome to the BA Human Resource Management Top Up Programme

I would like to take this opportunity to welcome you to the BA Human Resource Management Top Up.

The teaching team and I are delighted you have chosen to study on our programme, at the University of Northampton.

As part of the programme there will be a number of different learning opportunities provided for you. There will be opportunities to network with those already working in HR. There will be opportunities to attend events to develop your knowledge and skills.

Please complete the two study related tasks, on page 3. These tasks are designed to prepare you for your programme in September.

At the University of Northampton, we are already getting ready to welcome you to our new Waterside Campus as you prepare to start your studies with us. **Welcome Week** is our chance to welcome you to our University community. Welcome Week will take place between 24- 29 September 2018.

The University has designed a programme of events and activities designed to introduce you to university life. Although, you have already received information from the University regarding Welcome Week, confirmation of your Welcome Week timetable will be communicated to you, before the commencement of your studies.

The Student Union activities will take place on Monday 24th September alongside enrolment for students not in Halls.

Welcome Week is an essential part of induction. Please contact, me immediately if you are unable to attend the Welcome Week programme or any specific sessions.

If you have any questions, please do not hesitate to contact me.

I look forward to meeting you in Welcome Week, 24 - 29 September 2018.

Jane Partridge
Programme Leader

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Support

You will be assigned a Personal Tutor. This person will be a member of the subject group teaching team. Your Module tutors will be available to answer questions, related to the modules you are studying. Your Personal Tutor will be assigned during your first teaching week/welcome week.

Books

You do not need to buy the books listed below. Try to obtain a copy from a local library or the University library.

Bell, J. and Waters, S (2018) *Doing Your Research Project: A Guide for First Time Researchers*. 7th ed. London: Open University Press.

- You will find it useful to have a look at the first chapters about the requirements of a research project.

Torrington, D., Hall, L., Taylor, S. and Atkinson, C (2017) *Human Resource Management*. 10th ed. Harlow: Pearson

- Read the first chapters 1-4 on the changing context of Human Resource Management.

What to do before you start the course?

Please complete the following tasks.

Task 1

Visit the Chartered Institute of Personnel and Development (CIPD), website. Access the following article on the changing HR operating models.

<https://www.cipd.co.uk/knowledge/strategy/hr/operating-models>

Think about the potential implications of the different operating models, presented in the article.

- Why are there different viewpoints on operating models of HR?
- Identify, the reasons why the CIPD supports the view, 'there is not one model for delivering HR that is suited to all organisation'.

During the programme, you will debate and explore different viewpoints on topics related to Human Resource Management.

Task 2

In the following clip, 'Sheila Wild, founder of the Equal Pay Portal, outlines the gender pay gap reporting regulations. She explores why they're important for business as well as some of the challenges organisations may face in reporting on the new gender pay gap measures' (CIPD 2017)

<https://www.youtube.com/watch?v=FO2ufKL8YXA>

'From 6 April 2017 employers in Great Britain with more than 250 staff are required by law to publish their gender pay gap information, covering pay and bonuses. Peter Cheese, CEO at CIPD shares his reflections and thoughts on gender pay gap reporting and the need to create better workplaces' (CIPD 2018).

<https://www.youtube.com/watch?v=3ZVs1vGXTVI>