



**This BA (Hons) HRM & Psychology degree includes a foundation year which gives you an introduction to relevant skills and subject knowledge to pursue your higher education goals.**

Have you got your eye set on a career in Human Resource Management? Are you interested in the influence of psychology on business? If you want to learn how to get the best out of people then what better subject to learn alongside HR than psychology? This popular Distance Learning Degree puts an understanding of people at the heart of how a business can achieve success. With most of us spending the majority of our lives working in various organisations, people with this combination of skills and knowledge are of huge value in the workplace.

This option is a great choice for those who may have had a gap since they last studied, or don't feel they made the grade in previous academic studies.

**Modules are:**

### **Foundation Year**

#### **Developing Academic Skills**

Learn the key skills needed to succeed in undergraduate studies, as an Arden student. Time management, self-study, identifying credible sources and how to apply them to your studies will be covered, providing you with the ability and self-confidence to develop as an independent learner

#### **Using Numeracy, Data and IT**

Gain the solid knowledge base in numeracy, data and IT needed to take on undergraduate study. You will be introduced to spreadsheets and learn to use some simple formula

functions. You will design numerical analyses and select appropriate ways to present your data that will form problem solving. Learn to calculate ratios, proportions, percentages and averages and how to present them with graphics.

#### **Research Skills and Using Information**

Learn the process of developing and implementing an academic project in this module. You will develop basic research and data presentation skills, learn to draw meaningful conclusions from data sets, and craft an academic research paper from quality information.

#### **Values, Ethics and Working Collaboratively**

Arden students are ethical students. This module will use case to explain what ethics is and why it's important, to ensure people are treated

with dignity. Learn to work collaboratively in a way that promotes and protects individual rights and ethical values in a range of professional sectors. This module covers a range of topics from business ethics, to data security, to working with vulnerable people.

#### **Crime and Law in Context**

This module will help you contextualise crime and law using a range of credible sources, demonstrating trends from the past 70 years in how society has perceived and treated crime. You'll explore changes in the treatment of offenders and understand the role the media plays in crime and society. Gain the understanding you need for your studies of the interdisciplinary elements of criminology and how they relate to the study of law.



## Psychology of Everyday Life

This module will introduce you to the key psychological theories and their impact on daily life. Learn how the principles of psychology can be used in everyday life and understand the differences between popular and academic presentations of theories.

## Level 4 Effective Interdisciplinary Study

This module will assist in developing your skills as a learner, helping you to problem solve, analyse and judge potential solutions to problems or challenges. Enhancing these personal skills will support your academic studies and will also be demanded by employers in many different roles. During the module you will further explore the academic community and discover more about the key skills needed for your course.

## English Legal System

How much do you know about how law is made and applied in England and Wales? Well, this will fill in the gaps. You'll find out about the differences between case law and legislation, you'll analyse how the legal system and parliament rub along together - not to mention how the EU fits in. You'll also start learning the jargon, to help you understand about the judiciary, delegated legislation and categories of law.

## Contract Law

You know those contracts you've read but not quite understood? Not any more. This module untangles all the elements of English contract law and how it relates to EU law. When you've finished, you'll be able to talk about the principles of contract law and show what those principles mean in real life.

## Understanding the Business Environment

In this introductory module, you will get an overview of the economic and regulatory environment within which business decisions are made - giving you a firm foundation for your later study. You will learn about different legal and organisational structures, including the role of key stakeholders and how they influence decision making. You will also study supply, demand and the theory of 'the firm'. You will look at the wider economic environment, including the not-for-profit sector, and examine the impact of government, international trade and globalisation.

## Introduction to Social and Developmental Psychology

Here, you'll get your first taste of two of the core domains of psychology: developmental and social psychology. Developmental psychology examines the changes in human beings over their lifespan, from infancy and childhood through adolescence, adulthood and ageing. The theories involved cover a huge range of topics including language acquisition, personality and ideas about the self and forming an identity. Through social psychology, you'll look at people's thoughts, feelings and behaviours and how they are influenced.



## Introduction to Biological and Cognitive Psychology

You are introduced to two further core domains here: biological and cognitive psychology. You will learn about some of the biological processes and cognitive principles you need to understand psychology, including the basic structure and functions of the nervous system. Cognitive psychological processes are central to the way humans see, listen and learn new skills, so through this you will explore perception, attention, learning, memory and decision making - and get an introduction to the way cognitive psychologists explore human mental processes.

## Level 5

### Research and Ethics in Action

This project gives you the chance to showcase your abilities in a piece of work that you design. You will scope out a project and design a methodology to undertake it, learning how to consider different perspectives and developing a range of skills with wide application in the workplace. You will also be required to consider the ethical issues of the work that you are undertaking, which will also give you a chance to think about how we should incorporate ethics into our decision making. At the end of the module, you will apply all this in a practical way in your final project.

### Personality and Intelligence

This module takes us into other key areas that psychology focuses on: personality and intelligence. You'll explore the key theories, debates,

measurement and values of personality and intelligence.

There are a number of substantial topics to engage with, including psychoanalytic, behavioural, cultural, social, humanistic, trait-based, and biological approaches to personality. You'll discover psychological testing, historical and contemporary approaches to intelligence and their implications for education and society. Delving deeper, there will be sessions on the roles of genes and environment, plus a look at biological and psychological factors. You'll also take a look at the most widely-used psychometric tests covering both personality and intelligence.

### Social Psychology

One of the key things that you will have learned by now is that there is always more than one way to look at a problem. This module considers several

different schools of thought as we consider how we might study individuals within groups.

You will look at how certain social groups, with their identities and beliefs, influence the way people think and behave in different situations. You'll examine communication, cohesion, decision making, leadership, and conflict within groups, comparing and contrasting the work of leading writers.

### Planning Human Resources

Supply and demand forecasting can only tell so much, so you'll learn how to plan from a staffing point of view, getting the lowdown on the relevant bits of employment law and the special challenges of international businesses. You'll learn how you get the best from your team, including a look at e-learning.



## Managing Across Cultures

In this module, you will get an introduction to the latest ideas about managing in an increasingly diverse working environment. One of the key themes you will consider is developing cultural awareness when doing business globally. This will expose you to ideas about human interaction and behaviour and develop your understanding about our cultural differences.

## Managing Change in Organisations

Change is all around us. But for everybody that welcomes a change there will be somebody who is opposed to it. How do we manage this process within organisations to ensure that we can deal with this conflict? In this module you will explore the nature of organisational change and the role of a manager in dealing with that change, including galvanising

support and managing resistance. You will work in theoretical and practical ways, emerging with the skills needed to manage change more effectively.

### Level 6

## Occupational Psychology

Applying psychology to the world of work is aimed at getting the best out of employees and improving their job satisfaction. And with the workplace changing more quickly than ever, this is a dynamic sector. You'll discover all the latest thinking about personality and motivation, leadership and teamwork, and organisational development and change. You'll consider how technology, the economy, as well as social and political changes impact organisations - and the groups and individuals who work in them. As with the previous module,

you'll have the chance to apply your study in a practical way, through case studies.

## Employment Law

That heady mix of employee, employer, trade unions, the government and the EU. You'll look at the nitty-gritty of worker's rights, the global downturn, employee and child protection - and notch up plenty of transferable skills to use in the workplace.

## Strategic Issues in HRM

Back for a deeper look at Human Resource Management (HRM). You'll get to grips with all the trends and learn about managing HR internationally and domestically. Other topics include equal opportunities, diversity, ethics and fascinating concepts like emotional and aesthetic labour.

## Cross-Cultural Psychology

Most psychological research has been done in the West - and that means it only really applies to a limited population. With borders between Eastern and Western cultures becoming increasingly blurred, psychology has turned its attention to the way different societies operate, how we understand each other and how we act towards each other. Cross-cultural psychology looks at the similarities and differences between cultures - and you'll learn how these kinds of studies are done, so you've got the tools to carry out your own research. As you near the end of the programme you will be able to exercise your critical and analytical skills to develop practical solutions to problems and this module gives you the chance to do that by taking a case study approach.



## Research Planning & Project

This is the final module of your degree and gives you the opportunity to specialise in an area of the programme that has interested you the most. It is a major piece of independent work and throughout your study we will provide you with the skills that you need to complete it. Working with your supervising tutor, you will choose an interdisciplinary area related to your degree to research. You will have the opportunity to apply all the skills you have learned throughout the programme to demonstrate your ability to design and implement a piece of work. This provides a showcase for your abilities and something that evidences the sorts of skills demanded by employers.

## Course duration

This varies depending on your rate of progress - you can access modules at a pace that is convenient for you. Once you have accessed a module, there is a minimum and maximum time that you will need to finish the module within.

You can find out more information on the course page, visit [www.arden.ac.uk](http://www.arden.ac.uk).

Alternatively, please call our admissions team on:

+44 (0) 2476 515700 or

0800 268 7737 for more details.



## Entry requirements

A foundation year entry degree is perfect for those with a desire to return to education or seeking to develop key study skills in their first year.

Candidates are required to submit a personal statement (of between 350-550 words) or attend an online interview demonstrating an ability to study the programme, taking into account:

- their motivation for undertaking the programme
- relevant work experience
- prior qualifications
- references

If your previous study was not in English, you will also need to have IELTS 6.0 or equivalent (no less than 5.5 in any element).



## How to apply

Call: 0800 268 7737

Visit: [www.arden.ac.uk](http://www.arden.ac.uk)

Email: [contactus@arden.ac.uk](mailto:contactus@arden.ac.uk)