Welcome

In the Department of Organisation, Work and Technology, we help to shape leaders of the future in Human Resources, Information Technology and Management.

As part of a thriving international community, you will learn from world-leading researchers, whose work informs practice around the globe. Our degrees provide a balance of theory and practice underpinned by our research excellence – Lancaster University Management School is rated the number one business school in the UK for both our research power and research environment.*

Our degrees give you a broad appreciation of management theory and practice, combined with specialised knowledge of key disciplines. Our flexible programmes mean you can explore the pathways that interest you most and reflect your career ambitions. You can broaden your learning with modules from other management areas – or other disciplines entirely.

Our close contacts with industry and emphasis on employability means our graduates stand out in a competitive job market. From human resource management in public and private corporations, to business consultants, software engineers, IT consultants, working for international organisations, as well as the public sector, the opportunities are endless. Wherever you go, you will carry your Lancaster experience with you and remain forever a part of our community.

You have the opportunity to spend time on industrial placements, where you will be immersed in an organisation and gain vital employability skills. Beyond the course, our excellent careers teams can prepare you for interviews and assessment centres, build your CV and make you attractive to potential employees.

Whichever degree you choose, you will enjoy a rewarding and challenging time at Lancaster. You will acquire the skills for a successful career, meet friends for life, and create unforgettable memories.

Thank you for considering Lancaster as you make such an important decision for future. I wish you all the best whatever you decide.

Professor Niall Hayes
Head of the Department of Organisation, Work and Technology

*REF 2021, Business and Management Studies, first for Research Power, equal-first for research environment.

Explore the ideas and practices shaping the modern workplace

This programme is accredited by the Chartered Institute of Personnel and Development (CIPD), the professional body for HR and people development. It allows you to become a student member and to enjoy CIPD benefits and resources. On graduation you can become an Associate Member of CIPD, enhancing your employability in the Human Resources field.

You will be taught by academics who are tackling the big questions of the day, such as employment relations, wellbeing and managing diversity, business ethics, sustainability, artificial intelligence, and the implications of technology in society. Our teaching approach blends academic material with practical insight and exercises.

This degree is all about understanding people: the way we work and how our behaviour can be influenced through management practices. You’ll be taking primarily social and psychological perspectives to the study of management (rather than seeking a mathematical and statistical understanding).

Ivan Periasamy
BSc Management and Human Resources

The best thing about my course is my lecturers who were fantastic, helpful and insightful. I made it through because of the excellent support system on this course.
How your degree is structured

Your degree is made up of two main parts: the first year, which is referred to as Part I and the second and third years, which are called Part II. If you are taking a four-year degree the fourth year is still within Part II.

You will study a range of modules in each Part. Some are taken by all students on your degree programme, some are optional modules focused on your major subject area, and some could be options from outside of your major subject area. This structure offers you the chance to devise a more flexible degree programme that reflects your interests.

What you will study

This is a rigorous but flexible degree with a large number of optional modules from which to choose from your first year onwards. You can build a degree around your strengths and interests.

In your first year, you study Management and Organisational Behaviour, selecting two more subjects from either Social Sciences or the Management School. In your second year, you study Human Resources Management and deepen your understanding by choosing from topics such as Organisational Psychology or Business Ethics. The final year sees you selecting from options such as Work and Employment Relations and Organising in a Digital Age.

Year 1 Core Modules

Management and Organisation in Context
Dive into some of the main themes and issues of our ‘organised’ world. Map out the ways in which we understand ourselves in relation to work, management and organisations.

Management, Organisations and Work: Key Issues and Debates
Consider the different debates regarding the changing nature of employment relations from industrial relations to Human Resource Management (HRM).

Year 2 Core Modules

Human Resource Development
Explore HRD theory and practice as it relates to training, learning and development for the benefit of both individuals and the organisation.

Human Resource Management
Understand how the elementary functions of HRM unfold, and why they do so in certain ways nowadays compared to, say, thirty years ago.

Year 2 Optional Modules

Business Ethics
Global Corporate Social Responsibility
Management and International Organisations
Management and the Natural Environment: Ethics and Sustainability I
Managing Knowledge, Data and Information Systems
Organisational Psychology
The Changing Role of Management

Optional module example:

Global Corporate Social Responsibility
Engage with key debates relating to corporate social responsibility in a global context. We’ll begin with fundamental questions about purpose and definition and then proceed to questions about the role of ethics and of sustainability from different international perspectives.

Take a critical and analytical approach to corporate social responsibility and reflect on the possibilities for global approaches and the relevance of responsibility agendas in different international contexts.

Learn how to reflect critically on such issues, and how to use literature to analyse the approaches of international organisations so as to develop recommendations for improvements to their strategies.

Year 3 Core Modules

Human Resource Management: Theory and Practice
Evaluate different approaches to managing human resources and gain a critical understanding of where they would be appropriate.

International Human Resource Management
Examine the challenges of managing human resources against a backdrop of cross-cultural and institutional work contexts and teams. Consider variations in local socio-political-legal contexts and the necessity for cross-border assignments.

Year 3 Optional Modules

Ethical Responsibility in Business
Organising in the Digital Age: Power, Technology and Society
Psychological Approaches to Managing Change

Optional module example:

Business Ethics
Gain a critical understanding of the ethical dilemmas associated with business and management. You will examine the various ways in which we make sense and speak about ethics, how questions of right and wrong occur, and what responses they elicit.

In simpler terms, if we describe ethics as being about sorting out right from wrong, our interest is in what constitutes ethical conduct, and who the appropriate agent of this conduct might be. A critical understanding means that this module does not aim to provide answers or tools that would solve the various problems of ethics or that would guarantee the ethical behaviour of managers.

For more information, please visit lancaster.ac.uk/study
Entry requirements

We welcome applications from students with a range of alternative UK or international qualifications. Find out more here: lancaster.ac.uk/study/undergraduate/how-to-apply

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<th>A Level</th>
<th>GCSE</th>
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<td>ABB</td>
<td>English Language grade C or 4</td>
<td>6.5 overall with at least 5.5 in each component</td>
<td>32 points overall with 16 points from the best 3 Higher Level subjects</td>
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Typical contact hours
Around 3 hours a week for Part I (not including optional minor modules - these can vary)

Typical assessment
Core part I modules: 1 module 100% exam, 1 module 100% coursework

Industry and study abroad options
This degree has options to spend a year on placement or study overseas for a portion of your degree. Entry requirements for this degree variation may differ. Please check the website.

For more information, please visit lancaster.ac.uk/study

Life at Lancaster

Where future leaders are made
LUMS is a place of collaboration and creativity. It’s a place where ideas are exchanged, talent is nurtured and bright futures begin. You will be part of a diverse student community that benefits from world-class facilities and a supportive learning environment.

Our brand new five-storey Management School building is a space to think and collaborate with three new lecture theatres, two executive teaching suites and a large atrium. This cutting edge facility provides an inspiring setting for the whole community, with large open spaces designed to enhance collaboration.

We are also home to a diverse, thriving and international community with a network of over 40,000 alumni.

Nine colleges, one home
Colleges are central to your University experience. They are where your social journey will start and one of them is very likely to be your home in Year 1. They are where you can study and socialise and it is almost like stepping into a ready-made set of friends. For ‘collegiate’ read ‘supportive’, ‘friendly’, ‘fun’ and ‘open’.

Future career options
• Employee Relations Specialist
• Recruiter
• Human Resources Manager
• Management Consultant
• Risk Manager

This degree gives you a critical understanding of the complex world of work and organisations. It can put you on the path to a career in human resource management or management more broadly, with graduates entering a wide array of jobs and careers.

Our graduates have taken up roles in human resource management (public and private corporations), management consultancy and media and marketing roles. Others have set up businesses on their own, in the UK and overseas. You can also move on to further study, with recent graduates undertaking Masters in Human Resource and Knowledge Management.

UK top 10
LUMS is ranked amongst the UK’s top 10 and Europe’s top 50 business schools

Lauren Bentley
BSc Management and Human Resources,
It’s a close-knit community and you know where everything is, plus you’re never too far from friends.
How to apply

All the up-to-date information you need before you submit your application is online:

lancaster.ac.uk/study

Get in touch

E: lums@lancaster.ac.uk
lancaster.ac.uk/asklums