Hanze

Programme

Qualification awarded
Bachelor of Arts

Length of the programme
48 months

ECTS credits
240

Level of qualification
Bachelor

Mode
Full-time

Language
Dutch, with parts in English

School
School of Business Management

Locations
Groningen

Human Resource Management

Profile of the programme

People are an organisation’s most important capital. HR professionals help both organisations and employees to keep their work on the right track. They have the knowledge required to ensure the optimal deployment of employees in order to achieve the organisation's goals and ensure that the right person is in the right place. Beyond that, they also focus on improving the working environment, sick leave policy, working conditions, career development, assessment and remuneration. Organisational changes, such as mergers and reorganisations, also fall within the remit of an HR professional. They advise and support the management. It's an extremely varied and responsible job.

The first year of the programme is intended to give students a clear picture of the future professional field. The first-year phase is followed by the main phase (the major), which comprises the last three years of the programme. During the second, third and fourth years, students further develop the knowledge and skills they have gained in the first-year phase. Along the way, they learn to apply these in increasingly complex practical situations. Students work individually and in groups to solve issues encountered in professional practice.

The graduate of the Bachelor programme in Human Resource Management has a broad overview of the field of personnel management and labour market issues and has obtained knowledge and skills in general management, business administration and communication at recall level. The graduate is able to fulfill a position where s/he can develop a career in the professional field of personnel management and labour relations.

Learning outcomes

Graduates of the Bachelor degree programme in Human Resource Management can demonstrate that they have achieved the following learning outcomes, the programme qualifications:

1. Graduates of the programme describe a selection of current (international) HR theories and concepts in a cohesive manner. They substantiate the choices made in this selection and use it to solve the HR issue in the organisation.
2. Based on a selected research paradigm, graduates consistently apply the following steps in the research cycle: formulating an objective after completion of a problem analysis, writing a theoretical framework, concluding this framework with a guiding question and choosing a suitable research method. These steps are carried out consistently and students are transparent about the choices they have made in the process.
3. Based on a selected research paradigm, graduates consistently apply the following steps in the research cycle: developing one or more measurement tools, collecting data and performing an insightful analysis of this data to obtain results, and drawing conclusions from these results which correspond to the formulated question. These steps are carried out consistently and students are transparent about the choices they have made in the process.
4. Graduates assess the value of research-related and practical knowledge on the basis of practical usability, reliability and validity.
5. Analysis: graduates analyse an (advisory) issue and the internal and external context in which this issue exists. They use various business and HR models and concepts to this end and produce an accepted problem definition.
6. Advising: graduates issue a well-founded recommendation to improve a problem situation, taking into account the internal and external context and providing implementation considerations and guidelines that accompany this recommendation.
7. Written communication: graduates clearly communicate concepts, ideas and opinions in writing, taking into account the intended reader(s) of the text in their approach and formulation.
8. Oral communication: graduates clearly communicate concepts, ideas and opinions orally, taking into account the intended recipient(s) of the message in their approach and formulation; they are able to gain support for their ideas with arguments and enthusiasm.
9. Determining results: graduates make proposals to evaluate recommendations in a result-oriented manner within the relevant context, and use measurable indicators to this end.
10. Graduates identify professional ethical dilemmas and devise alternative courses of action based on ethical decision models.
11. Graduates recognise patterns in their own behaviour and systematically think about and reflect on this, up to the level of their personal beliefs and professional identity. They translate this reflection into areas for development.

Programme

Human Resource Management	**credits**
Year 1 Human Resource Management	60

- Semester 1 - Recruitment, selection, onboarding and health *30*
  - HRVP2ROB - Recruitment & onboarding *5*
  - HRVP4ONZ - Research in HR practice *5*
  - HRVP2FVH1 - Fundaments of HRM 1 *5*
  - HRVP2WAW - Wellbeing@work *5*
  - HRVP2FVH2 - Fundaments of HRM 2 *5*
  - HRVP4PPO1 - Personal and professional development 1 *5*
- Semester 2 - HRM in context *30*
  - HRVP2LIC - Leadership and development *5*
  - HRVP2DGH - Data-driven HRM *5*
  - HRVP2FVH3 - Fundaments of HRM 3 *5*
  - HRVP3PFM - HRM & performance *10*
  - HRVP4PPO2 - Personal and professional development 2 *5*

Year 2 Human Resource Management 60

- Semester 3 - Designing the future of work *30*
  - HRVH4OOV - Design, research and change *15*
  - HRVH3FVH4 - Fundaments of HRM 4 *5*
  - HRVH3FOW - Perspectives on The future of Work *5*
  - HRVH3PVA - Professional Skills *5*
- Semester 4 - Internship *30*
  - HRVH2STG - Internship *30*

Year 3 Human Resource Management 60

- Semester 5 - External minor (broadening) *30*

  selection of following courses
  - HRVH3MIN30 - Broadening minor *30*
- Semester 6 - Profiling theme and electives *30*
  - Profiling theme *15*

    selection of following courses
    - HRVH3LIVE1 - Change, leadership and organisational development, part 1 *5*
    - HRVH3LIVE2 - Change, leadership and organisational development, part 2 *10*
    - HRVH3LMT - Learning and innovating in organisations *15*
    - HRVH3DEI - Diversity and inclusion: an illusion? *15*
  - Electives *15*

    selection of following courses
    - HRVH3IHR - International HRM *10*
    - HRVH3LBM - Career management *5*
    - HRVH3TDY - Team dynamics *5*
    - HRVH3TDT - Training the trainer *5*
    - HRVH3CFH - Conflict management and mediation *5*
    - HRVH3ODH - Entrepreneurial thinking and acting *5*
    - HRVH3AVL - Counselling line managers *5*
    - HRVH3VWO - Neglected organisations, developing from a disadvantage *5*
    - HRVH3DVS - Innovative Sustainability Strategies *5*
    - HRVH3IWP - Innovation workplace *10*

Year 4 Human Resource Management 60

- Semester 7 - Profiling minor *30*

  selection of following courses
  - HRVH9VDM - Internal in-depth minor *30*
- Semester 8 - Graduation project *30*
  - HRVH3ASO - Graduation Project *30*

share your talent. move the world.

Although every effort has been taken to ensure the accuracy of the information in the ECTS Course Catalogue, we cannot guarantee that the content and the information contained in it is always up-to-date, complete or true. Accordingly, no rights can be derived from the contents of the catalogue.