

BA HUMAN RESOURCE MANAGEMENT

人力资源管理

XJTU | BA
HUMAN RESOURCE MANAGEMENT

CAREERS

Graduates will be well prepared for positions including human resource management generalist, recruitment specialist, training professional, change management professional, consultant, and employment researcher.

Graduates will also gain a solid foundation for postgraduate study, such as that leading to a specialised masters degree, MBA or professional qualification.

START DATE
September 2021

2+2 STUDY
Available

DURATION
Three or four years

LOCATION
Suzhou

SCHOOL
International Business
School Suzhou

ATTENDANCE
Full time

QUALIFICATION
XJTU
BMan Human Resource
Management

University of Liverpool
BA (Hons) Human
Resource Management

MODULES

YEAR ONE

UK degrees are three years long whereas in China they are four, therefore we do accept students with certain qualifications directly into Year Two, which is the start of the main academic programme. Most students, however, enter into Year One, which provides you with a range of interesting modules, language classes and core skills for your degree.

YEAR TWO

INTRODUCTION TO ORGANISATION AND MANAGEMENT
INTRODUCTION TO LEADERSHIP
FUNDAMENTALS OF MARKETING
INTRODUCTION TO FINANCIAL ACCOUNTING AND ACCOUNTABILITY
INTRODUCTION TO HUMAN RESOURCE MANAGEMENT
ECONOMIC PRINCIPLES FOR BUSINESS AND MARKETS
FOUNDATION OF FINANCE
INTRODUCTION TO INTERNATIONAL BUSINESS AND MANAGEMENT

YEAR THREE

CORPORATE SOCIAL RESPONSIBILITY
PEOPLE RESOURCING
LEARNING, TRAINING AND DEVELOPMENT
PERFORMANCE MANAGEMENT
MARKET RESEARCH
QUALITATIVE RESEARCH METHODS IN MANAGEMENT RESEARCH
BUSINESS AND EMPLOYMENT LAW
INTERNATIONAL DEVELOPMENT

YEAR FOUR

EMPLOYEE REWARDS
INTERNATIONAL HUMAN RESOURCE MANAGEMENT
MANAGING PEOPLE
FINAL YEAR PROJECT (PHASE I AND II)
DIVERSITY IN ORGANISATIONS
ORGANISATIONAL CHANGE AND DEVELOPMENT
STRATEGIC MANAGEMENT AND BUSINESS POLICY

Xi'an Jiaotong-Liverpool University
西交利物浦大学

BA HUMAN RESOURCE MANAGEMENT

In the BA Human Resource Management programme, you will learn how individuals are managed within an organisational context. You will be introduced to current human resource management theory and practice and be encouraged to think creatively and critically about the role of human resource management within the wider business world. You will acquire a range of intellectual, interpersonal and technical skills that are relevant to the field and develop an understanding of the frameworks used to manage employer and employee relationships.

The programme is delivered in the International Business School Suzhou (IBSS), one of an elite group of institutions worldwide to be accredited by the Association to Advance Collegiate Schools of Business (AACSB), European Quality Improvement System (EQUIS) and Association of MBAs (AMBA). IBSS was the youngest business school to achieve the triple accreditations.



KNOWLEDGE AND SKILLS

When you graduate from the BA Human Resource Management, you will have:

- the ability to demonstrate knowledge of both human resource management (HRM) theory and general management theory and practice
- an understanding of the legal frameworks concerned with employment and their implications for human resource management policies and functions
- an appreciation of the ways in which individuals, groups and organisations learn, and be able to relate this to individual and organisational change and development strategies
- an understanding of the challenges of changing work patterns and environments for human resource management
- a range of intellectual, interpersonal and technical skills that are relevant to HRM and business management.

WHY SHOULD I STUDY HUMAN RESOURCE MANAGEMENT AT XJTU?

- Learn skills that are essential for the development of any organisation
- Take advantage of the unique opportunity to study and understand both Chinese and international human resources systems
- Network with international companies through company visits and guest lectures
- Learn from academic staff from both international and Chinese backgrounds who have extensive industry and teaching experience
- Earn two degrees: an XJTU degree from the Chinese Ministry of Education and a globally recognised degree from the University of Liverpool, a member of the Russell Group of leading UK universities



人力资源管理

本专业旨在培养学生了解和掌握在组织环境中如何进行人力资源的管理。本专业将教授学生现代人力资源管理的理论和实践, 引导学生创造性和批判性地思考人力资源管理在现代商业环境中的角色。学生将获得与该领域相关的一系列的理论知识与专业技能, 培养人际交往能力, 并深入了解雇主和员工关系管理相关的知识框架。

西浦国际商学院已于 2016 年和 2018 年分别获得国际高等商学院协会 AACSB (Association to Advance Collegiate Schools of Business) 和欧洲质量发展体系 EQUIS (European Quality Improvement System) 认证, 并于 2020 年获得英国工商管理硕士协会 AMBA (The Association of MBAs) 认证。这标志着西浦国际商学院成为全球第 103 所, 也是最年轻的一所获得商学院三大顶尖认证的国际一流商学院。



知识与技能

通过人力资源管理专业的学习, 毕业生将具备以下知识和技能:

- 掌握人力资源管理理论和其他相关管理实践知识
- 了解人员雇佣的相关法律体系, 及其对人力资源管理政策及职能的影响
- 理解个人、团体、组织的学习模式, 并将其与个人和组织的发展战略相结合
- 了解人力资源管理中不断变化的工作模式、工作环境所带来的挑战
- 具备与人力资源管理和企业管理相关的知识、技能与人际沟通能力

专业特色

- 人力资源管理是任何类型组织持续发展的重要基础
- 西浦国际商学院以独特的视角向学生讲授中国以及国际环境中的人力资源管理体系的相关知识
- 西浦国际商学院与众多跨国公司建立了良好的合作关系, 能够为学生提供公司参观和参加专家讲座等机会
- 西浦国际商学院不同国籍背景的专业教师拥有丰富的行业经验和教学经验
- 毕业生可同时获得中国教育部认可的西交利物浦大学学位和国际认可的英国利物浦大学学位

就业

毕业生可以选择在各种类型的企事业单位和组织从事人力资源管理相关的工作, 例如人力资源管理专员、招聘专员、培训专员、变革管理相关职位以及企业咨询和就业问题研究等相关工作。

毕业生也可选择继续攻读硕士学位、MBA 以及通过其他职业资格认证等。

课程

一年级

在英国, 本科阶段学习学制三年, 而中国本科阶段学制为四年。因此, 对于已获得相应学时、证书的学生, 在我校可以直接升入二年级进行专业学习; 大多数学生则是进入一年级学习, 包括众多有吸引力的课程, 语言课程以及专业学习相关的核心技能学习。

第二学年

组织与管理学
市场营销基础
领导力概论
金融学基础
财务会计和会计理论
商业与市场的经济学原理
人力资源管理概论
国际商务与管理

第三学年

企业社会责任
学习、培训及发展
人力资源
市场研究
职场技能与当前商业议题
商业法和劳动法
绩效管理
国际发展

第四学年

战略管理、人力资源发展与商业政策
薪酬管理
员工关系管理
组织多样性
国际人力资源管理
组织变革与发展
毕业论文

INTERNATIONAL BUSINESS SCHOOL SUZHOU
AT XJTLU
西浦国际商学院

International Business School Suzhou (IBSS) offers a unique blend of Western and Chinese academic practices. Our 150 international staff are an impressive mix of top researchers and experienced business professionals.

For our corporate partners, we offer customised workshops, seminars, and multi-month cross-disciplinary programmes for all managerial levels as well as online and offline open enrolment programmes.

西浦国际商学院 (International Business School Suzhou, 简称IBSS) 体现了中西方学术实践的独特融合。我们的150名教职员工来自世界各地, 其中不乏顶尖科研人员与经验丰富的商界人士, 令人印象深刻。

同时, 我们向企业合作伙伴的管理者提供定制的工作坊、研讨会和为期数月的跨学科课程, 同时可以线上或线下方式学习。

XI'AN JIAOTONG-LIVERPOOL UNIVERSITY
西交利物浦大学

Xi'an Jiaotong-Liverpool University is an international joint venture university founded by Xi'an Jiaotong University in China and the University of Liverpool in the United Kingdom. As an independent Sino-foreign cooperative university, it captures the essence of both prestigious parent universities and is the first and only one of its kind approved by the Ministry of Education in China.

西交利物浦大学是经中国教育部批准, 由西安交通大学和英国利物浦大学合作创立的, 具有独立法人资格和鲜明特色的新型国际大学。