



CORPORATE AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Basic Data					
Module Title	Resourcing and Talent Management				
Module Code	UMPCXQ-15-M	Level	M	Version	1.1
Owning Faculty	FBL	Field	Human Resource Management		
Contributes towards	MA HRM; MA International HRM				
UWE Credit Rating	15	ETCS Credit Rating	7.5	Module Type	Standard
Pre-requisites			Co- requisites		
Excluded Combinations			Module Entry requirements		
Valid From	1 September 2010		Valid to		

CAP Approval Date	23/5/12
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Part 2: Learning and Teaching	
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> • Make constructive contributions to the development or enhancement of resourcing strategy and policies by critically evaluating existing policies and processes in the light of evolving knowledge and understanding. (Component A and B) • Contribute to the development of strategies that aid the attraction, recruitment and selection of a suitably skilled workforce. (Component A or B) • Devise and critically evaluate approaches to the retention of employees and the management of talent within organisations. (Component A or B) • Critically discuss and evaluate approaches to 'downsizing' and rebuilding human resource capability and the management of redundancy and retirement. (Component A or B) • Critically review and adapt resourcing policies and practices for different occupational groupings in the private, public and charitable sectors. (Component A and B) • Ensure that resourcing policies satisfy and support equal opportunity and managing diversity requirements, are legally compliant and sensitive to ethical

	<p>considerations. (Component A and B)</p> <p>In addition the educational experience may explore, develop, and practise <u>but not formally discretely assess</u> the following</p> <ul style="list-style-type: none"> • Independent learning, group work and skills associated with discussion and debate • Personal organisation and study skills
Syllabus Outline	<ul style="list-style-type: none"> • Link between resourcing strategy and the achievement of organisational objectives; different resourcing paradigms. • Leading theoretical approaches to workforce planning and their relevance to contemporary resourcing strategies. • Current approaches to recruitment; strategies to attract candidates and achieve competitiveness in relevant employment markets. • Theories and research into selection methods and review of the evidence for their effectiveness. • Leading theories on turnover and retention and their application to different organisational contexts. • Current theories on the definition and development of talent within organisations and the formation of succession plans. • Alternative resourcing strategies including flexible working • Exploration and review of approaches to downsizing, rebuilding human capital and the management of redundancy and retirement.
Contact Hours/Scheduled Hours	36 hours (12 x 3hour sessions)
Teaching and Learning Methods	<p>Teaching and learning in this module consists of a combination of formal lecturing supported by a range of participative activities including case studies, problem solving exercises and small group activities. Peer learning will be encouraged through activities designed to enable students to share and compare their experiences. Central to teaching and learning at this level is a high level of critical discussion and self reflection in contact sessions and assessed work.</p> <p>Students will be directed towards the study skills website as appropriate. Students will be encouraged to use Blackboard to access resources used during the classes.</p>
Reading Strategy	<p>All students will be encouraged to make full use of the print and electronic resources available to them through membership of the University. These include a range of electronic journals and a wide variety of resources available through web sites and information gateways. The University Library's web pages provide access to subject relevant resources and services, and to the library catalogue. Many resources can be accessed remotely. Students will be presented with opportunities within the curriculum to develop their information retrieval and evaluation skills in order to identify such resources effectively.</p> <p>Essential Reading</p> <p>The essential reading will be specified in the module handbook and on Blackboard at the start of the module. This is potentially subject to change at short notice and</p>

	<p>students should not purchase any text without the guidance of the module leader. Examples of essential reading may include:</p> <p>Pilbeam, S and Corbridge, M. (2010) <i>People Resourcing and Talent Planning: HRM in Practice</i>. 4th edn FT Prentice Hall</p> <p>Taylor, S. (2010) <i>Resourcing and Talent Management</i>, London: CIPD.</p>
Indicative Reading List	<p>Indicative Reading</p> <p>List of examples for validation purposes only. Current advice on reading should be provided in annual module handbook and other more frequently updated sources.</p> <p>Brown, P. and Hesketh, A. (2004) <i>The Mismanagement of Talent</i>, Oxford: OUP</p> <p>Cameron, K.S. (1994) Strategies for successful organisational downsizing. <i>Human Resource Management</i>, 33:2, 189-211</p> <p>Cook, M. (2009) <i>Personnel Selection, Adding Value through People</i>. 5th edn. Chichester: Wiley-Blackwell</p>

Part 3: Assessment	
Assessment Strategy	<p>Summative assessment consists of two components, both of which are designed to encourage students to evaluate the theoretical concepts encountered in the module and apply them to a practical context.</p> <p>The first component (A) consists of a group exercise requiring students to research and make recommendations to address a specific resourcing problem and present their findings in class.</p> <p>Following the group exercise students should submit an individual report on the literature underpinning the recommended solutions to the specific resourcing problem.</p> <p>A group mark will be given to all members of the group for the group activity and an individual mark for the report.</p> <p>The second component (B) is an individual written assignment (2,500 words) based upon an analysis of a different resourcing problem within a context chosen by the student.</p> <p>Formative assessment will be provided through tutor and peer feedback on the group presentations.</p>

Identify final assessment component and element	Component B	
% weighting between components A and B (Standard modules only)	A:	B:
	30%	70%
First Sit		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Group Assessment	33%	
2. Individual report (1000 words)	67%	
Component B Description of each element	Element weighting (as % of component)	
1. Individual written assignment (2,500 words)	100%	

Resit (further attendance at taught classes is not required)		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Individual presentation	33%	
2. Individual report (1000 words)	67%	
Component B Description of each element	Element weighting (as % of component)	
1. Individual written assignment (2,500 words)	100%	
If a student is permitted an EXCEPTIONAL RETAKE of the module the assessment will be that indicated by the Module Description at the time that retake commences.		