STUDENT AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Information			
Module Title	Resourcing and Talent Management		
Module Code	UMPCXQ-15-M	Level	Level 7
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business & Law	Field	Human Resource Management
Department	FBL Dept of Business & Management		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
Educational Aims: See Learning Outcomes **Outline Syllabus:** You will cover: 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

Current theory and practice of "wellness at work" and their contributions to resourcing and talent management.

Exploration and review of approaches to downsizing, rebuilding human capital and the management of redundancy and retirement.

Teaching and Learning Methods: Teaching and learning for this module comprises a combination of formal lectures 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 during contact sessions and through assessed work.

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.

Part 3: Assessment

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.

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. The presentation of findings and recommendations should include all group members and last for 30 minutes; this will be followed by 10 minutes of questions.

Following the group presentation, students should submit a 5-minute podcast which summarises their personal contribution to the group presentation and reflects on their personal learning.

A group mark will apply to all group members and an individual mark for the podcast

The second component (B) is an individual written assignment (2000 words) based upon an analysis of a different resourcing problem within a context chosen by the student.

Resit assessment:

Viva (30 minutes) and supporting documentation (500 words) which demonstrates competence in specific HRM knowledge relevant to:

(a) Analysing the resourcing issues identified in a group presentation

(b) Explaining the research method followed in investigating these issues

(c) Critically reflecting on their learning about the issues identified at (a) and (b) above, from the perspectives of theory and practice

Formative assessment will be provided through tutor and peer feedback on the group presentations.

First Sit Components	Final Assessment	Element weighting	Description
Presentation - Component A		25 %	Group presentation (group assessment 30 minutes)
Presentation - Component A		15 %	Individual's contribution to the group presentation
Written Assignment - Component B	✓	60 %	Individual written assignment (2000 words)

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Resit Components	Final Assessment	Element weighting	Description
Presentation - Component A		40 %	Viva (30 minutes) and supporting documentation (500 words) which demonstrates competence in specific HRM knowledge.
Written Assignment - Component B	✓	60 %	Individual written assignment (2000 words)

Part 4: Teaching and Learning Methods	
Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes: <table><tr><td>**Module Learning Outcomes**</td><td>**Reference**</td></tr><tr><td>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</td><td>MO1</td></tr><tr><td>Contribute to the development of strategies that aid the attraction, recruitment and selection of a suitably skilled workforce</td><td>MO2</td></tr><tr><td>Devise and critically evaluate approaches to the retention of employees and the management of talent within organisations</td><td>MO3</td></tr><tr><td>Critically discuss and evaluate approaches to 'downsizing' and rebuilding human capital and the management of redundancy and retirement</td><td>MO4</td></tr><tr><td>Critically review and adapt resourcing policies and practices for different occupational groupings in the private, public and voluntary sectors</td><td>MO5</td></tr><tr><td>Ensure that resourcing policies satisfy and support equal opportunity and "managing diversity" requirements, are legally compliant and sensitive to ethical considerations</td><td>MO6</td></tr><tr><td>Working as a team member, to critically apply theory to a specific case in order to analyse a resourcing and talent management issue and to present recommendations for resolution.</td><td>MO7</td></tr></table>
Contact Hours	<table><tr><td colspan="2">**Independent Study Hours:**</td></tr><tr><td>Independent study/self-guided study</td><td>114</td></tr><tr><td>**Total Independent Study Hours:**</td><td>114</td></tr><tr><td colspan="2">**Scheduled Learning and Teaching Hours:**</td></tr><tr><td>Face-to-face learning</td><td>36</td></tr><tr><td>**Total Scheduled Learning and Teaching Hours:**</td><td>36</td></tr><tr><td>**Hours to be allocated**</td><td>150</td></tr><tr><td>**Allocated Hours**</td><td>150</td></tr></table>

Reading List	*The reading list for this module can be accessed via the following link:* https://uwe.rl.talis.com/index.html

Part 5: Contributes Towards
This module contributes towards the following programmes of study: Human Resource Management (International) [Sep][FT][Frenchay][1yr] MSc 2020-21

The reading list for this module can be accessed via the following link:

https://uwe.rl.talis.com/index.html