



## **Module Specification**

### **Resourcing and Talent Management**

Version: 2023-24, v2.0, 18 Jul 2023

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## Part 1: Information

**Module title:** Resourcing and Talent Management

**Module code:** UMPCXQ-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**Faculty:** Faculty of Business & Law

**Department:** FBL Dept of Business & Management

**Partner institutions:** None

**Field:** Human Resource Management

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** Not applicable

**Features:** Not applicable

**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.

### **Part 3: Teaching and learning methods**

**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.

**Module Learning outcomes:** On successful completion of this module students will achieve the following learning outcomes.

**MO1** 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

**MO2** Contribute to the development of strategies that aid the attraction, recruitment and selection of a suitably skilled workforce

**MO3** Devise and critically evaluate approaches to the retention of employees and the management of talent within organisations

**MO4** Critically discuss and evaluate approaches to 'downsizing' and rebuilding human capital and the management of redundancy and retirement

**MO5** Critically review and adapt resourcing policies and practices for different occupational groupings in the private, public and voluntary sectors

**MO6** Ensure that resourcing policies satisfy and support equal opportunity and "managing diversity" requirements, are legally compliant and sensitive to ethical considerations

**MO7** 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.

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/index.html) via the following link <https://uwe.rl.talis.com/index.html>

## Part 4: Assessment

**Assessment strategy:** Summative assessment consists of two tasks, 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 task 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 task is an individual written assignment (2000 words) based upon an analysis of a different resourcing problem within a context chosen by the student.

Task 1 resit will be a presentation in the form of 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.

**Assessment tasks:**

**Presentation (First Sit)**

Description: Group presentation (group assessment 30 minutes) and individual podcast

Weighting: 40 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

**Written Assignment (First Sit)**

Description: Individual written assignment (2000 words)

Weighting: 60 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

**Presentation (Resit)**

Description: Presentation in the form of Viva (30 minutes) and supporting documentation (500 words)

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

**Written Assignment (Resit)**

Description: Individual written assignment (2000 words)

Weighting: 60 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

## **Part 5: Contributes towards**

This module contributes towards the following programmes of study: