



## **Module Specification**

# Strategy and Human Resource Management

Version: 2023-24, v2.0, 25 May 2023

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## Part 1: Information

**Module title:** Strategy and Human Resource Management

**Module code:** UMPD7H-15-3

**Level:** Level 6

**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

**Delivery locations:** Not in use for Modules

**Field:** Human Resource Management

**Module type:** Module

**Pre-requisites:** Managing People (Marketing, Enterprise and Tourism) 2023-24

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

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

## Part 2: Description

**Overview:** Pre-requisites: students must take one of UMPD78-30-2 Managing People (Business, International and Management), UMPD79-30- 2 Managing People (Accounting Economics and Finance) or UMPD7D Managing People (Marketing Enterprise an Tourism).

**Features:** Not applicable

**Educational aims:** In addition to the Learning Outcomes, the educational experience may explore, develop, and practice but not formally discretely assess the following:

Skills in independent learning, group work, critical evaluation, discussion and debate.

Verbal (including presentation) and written communication skills.

Time management skills.

**Outline syllabus:** Strategy and HRM

Models of Strategic Human Resource Management

The HR Casual chain

Human Resource Roles: How HR is Delivered

The Role of Line Managers

Strategic HR Planning

Strategic Recruitment and Selection

Strategic Performance Management

Strategic Reward Management

Human Resource Metrics and Measurements

Contemporary Issues in Strategic HRM

Ethics and Professionalism in HRM

### Part 3: Teaching and learning methods

**Teaching and learning methods:** Module delivery is based on 3 hours of scheduled learning and teaching activities per teaching week. This contact time will be divided between a lectures and workshops, which will be partially student-led in the form of in-class presentations. These workshops will provide opportunities for in-class preparation for assessment and formative feedback. This pattern of delivery will be supported by electronic means, including an online discussion forum and extensive use of VLE.

Scheduled learning includes 36 hours of lectures and workshops.

Independent learning includes approximately 110-120 hours engagement with essential reading, case study preparation and assignment preparation and completion.

Extensive use will be made of Blackboard for guided independent study work; to support students' learning; to facilitate interactions between students e.g. for group project work. Students will also be directed towards the University Library online Study Skills resources for the development of skills appropriate to the level and style of the module. In addition a number of e-learning resources will also be used, including:

The MySkills Study Skills website at: <http://www.uwe.ac.uk/library/resources/hub/>  
<http://www.uwe.ac.uk/library/resources/bbs-study-skills/student/level1.htm>

Skills4study (s4s) as part of the MySkills resource (Academic reading and note making; Critical thinking; Academic writing; Referencing and plagiarism)

iSkillzone <http://iskillzone.uwe.ac.uk>

(workshops for information retrieval, referencing, evaluation skills and literature reviewing <http://www1.uwe.ac.uk/library/help.aspx>)

Learn Higher

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

**MO1** Understand and analyse the major principles which underpin the concept of strategic HRM

**MO2** Understand and critically evaluate the contribution of strategic HRM to the achievement of individual and organisational performance

**MO3** Recognise the impact of contextual factors on the shaping of strategic HRM

**MO4** Explore and link the potential of individual HR practices for improving performance

**MO5** Understand how HR objectives are delivered in different organisations

**MO6** Appreciate how the HR function can be evaluated and contribute to sustained organisational performance

**MO7** Explain and evaluate contemporary debates and management practice in strategic HRM

**MO8** Appreciate the ethical considerations in the delivery of strategic HRM

**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:** There are two assessment tasks for this module.

Task A: A 2-hour case study exam. This will address the contribution of strategic HRM to the achievement of performance, the application of theory to practice and require students to analyse and interpret HR data. This component constitutes 50% per cent of the module mark.

Task B – An individual essay of approximately 2500 words, addressing one of a range of set questions concerning the contribution of individual HR practices to performance. This component constitutes 50 per cent of the module mark.

**Assessment components:**

**Written Assignment (First Sit)**

Description: Individual essay

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO7, MO8

**Examination (First Sit)**

Description: Case study exam (2 hours)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO8

**Written Assignment (Resit)**

Description: Individual essay

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO7, MO8

**Examination (Resit)**

Description: Case study exam (2 hours)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO8

**Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Business and Human Resource Management [Sep][FT][Frenchay][3yrs] BA (Hons)  
2021-22

Business and Human Resource Management {Dual} [Mar][FT][Taylors][3yrs] BA  
(Hons) 2021-22

Business and Human Resource Management {Dual} [Aug][FT][Taylors][3yrs] BA  
(Hons) 2021-22

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2021-  
22

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2021-  
22

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2021-  
22

Business and Human Resource Management [Sep][SW][Frenchay][4yrs] BA (Hons)  
2020-21

Business and Human Resource Management [Jan][SW][Villa][4yrs] BA (Hons) 2020-  
21

Business and Human Resource Management [May][SW][Villa][4yrs] BA (Hons)  
2020-21

Business and Human Resource Management [Sep][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Human Resource Management {Foundation}  
[Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Human Resource Management {Foundation}  
[Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20