



Module Specification

Human Resource Management in Organisations

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Part 1: Information

Module title: Human Resource Management in Organisations

Module code: UMPDAT-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: In addition to the learning outcomes the educational experience may explore, develop, and practise but not formally discretely assess the following:

Working as part of a small group

Oral presentation skills

Outline syllabus: The syllabus includes:

Exploration of the link between HR strategy, policy and practice and overall organisational strategy.

Roles and responsibilities for HRM, including the crucial role of line management.

The concept of psychological contracting and its links to employee performance and commitment.

Leading theoretical approaches to recruitment, selection and retention and their application within the sector.

Review and discussion of theoretical approaches towards performance management and consideration of their application.

Exploration of the links between motivation, recognition and reward and the impact on employee performance.

The management of performance issues, including absence, poor performance and misconduct.

The role of employee development in enhancing performance. Leading theories concerning the identification of learning needs, design, implementation and evaluation of training and development.

Approaches to employee involvement, communication and participation and an evaluation of their impact on performance and commitment.

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching and learning on this module consists of formal lecturing supported by a wide range of participative activities, including case studies, problem solving exercises and small group discussions. 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.

Students will be directed towards the study skills website at as appropriate.

Students will be encouraged to use Blackboard resources used during the classes.

24 hours (3 x full days or 8 x 3 hour sessions)

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

MO1 Understand and locate the Human Resource Management role and activity within the broader strategy and frameworks of their own organisation

MO2 Critically discuss approaches towards enhancing organisational capability through effective recruitment, selection and retention of employees

MO3 Critically discuss and evaluate approaches to performance management, including the management of performance issues

MO4 Understand the role of employee development in enhancing performance and contribute to the diagnosis of learning needs, design, delivery and evaluation of appropriate training and development activities

MO5 Critically review the links between motivation, reward and performance

MO6 Understand the approach taken towards employee involvement and participation within specific contexts and evaluate its effectiveness

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 126 hours

Face-to-face learning = 24 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpdat-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umpdat-15-m.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 within the module and apply them to their workplace. The first comprises an individual mini-presentation to the tutors on the topic, content and structure of their written assignment, followed by a written proposal which is assessed.

The second task is a written assignment (3,000 words) consisting of an in depth analysis of one topic area from the module syllabus and an evaluation of its effectiveness within the student's workplace.

Formative assessment will be provided through tutor feedback on the minipresentation and written proposal.

Assessment tasks:

Presentation (First Sit)

Description: Individual mini presentation and written proposal

Weighting: 25 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1

Written Assignment (First Sit)

Description: Written assignment (3000 words)

Weighting: 75 %

Final assessment: Yes

Group work: No

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

Presentation (Resit)

Description: Mini presentation and written proposal

Weighting: 25 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1

Written Assignment (Resit)

Description: Written assignment (3000 words)

Weighting: 75 %

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: