



Module Specification

HR Professional Portfolio

Version: 2023-24, v2.0, 27 Jun 2023

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Part 1: Information

Module title: HR Professional Portfolio

Module code: UMPDTF-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: This portfolio evidences the core behaviours which, along with core knowledge and specialist knowledge, comprise the CIPD 2020 Profession Map. The core behaviours are relevant to all people professionals, and the profession map sets the international benchmark for the HR profession.

There is a focus on ethical and evidence-based decision-making, the portfolio

reflecting the CIPD's stance that certain ways of thinking and acting should be universal and consistent, even in changing situations.

Features: Not applicable

Educational aims: See Learning Outcomes.

Outline syllabus: Ethical practice: raising effective challenge to decision-making/actions that are unethical

Professional courage and influence: appropriate communication to engage stakeholders and achieve buy-in

Valuing people: demonstrating balance and fairness; enabling meaningful contribution to decision-making

Working inclusively: embracing difference; working collaboratively across boundaries

Passion for learning: engagement with, and application of, CPD

Focus on insights: assimilating organisational evidence to define issues

Situational decision-making: evaluate outcomes and impact

Commercial drive: understand customer needs to contract effectively

Part 3: Teaching and learning methods

Teaching and learning methods: The portfolio module requires engagement with live and simulated live organisational issues, including with professionals in organisations. Delivery will include formal timetabled sessions, complimented with online resources. Teaching sessions will require students to work as individuals and with peers.

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

MO1 Assimilate evidence to evaluate an organisational issue and its wider implications

MO2 Evaluate the most effective means of involving and valuing diverse perspectives in organisational decision-making

MO3 Apply ethical and organisational values to situations and choices

MO4 Formulate constructive challenge through appropriate communication to gain stakeholder buy-in

MO5 Create a commercial contract that identifies means of evaluating people outcome and impacts, including ROI

MO6 Evaluate CPD undertaken and identify ways in which learning can be disseminated with peers

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 via the following link

<https://rl.talis.com/3/uwe/lists/C8C3E35D-D539-33B6-20A0-BEA568AC9BB8.html?lang=en-GB&login=1>

Part 4: Assessment

Assessment strategy: The assessment for the module is an individual portfolio comprising 8 tasks. The portfolio tasks will be submitted for summative assessment at designated mid- and end-points of teaching blocks. The tasks are designed to reflect the skills and modes of communication expected of a contemporary HR professional.

The tasks will reflect the Module Outcomes and the skills expected of a contemporary HR professional in practice. Examples of potential tasks: an elevator pitch to a senior leader; dissemination of CPD learning to peers in a mini podcast; a blog post demonstrating thought-leadership on an HR issue; intranet-style communication to the workforce on an organisational issue.

Assessment tasks:

Portfolio (First Sit)

Description: The portfolio comprises tasks with an overall equivalence of 3000 words.

Weighting: 100 %

Final assessment: Yes

Group work: No

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

Portfolio (Resit)

Description: Portfolio

The resit portfolio will comprise 8 alternative tasks. These tasks will enable students who completed tasks towards the main sit to rework content into the alternative tasks.

Weighting: 100 %

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:

Human Resource Management (International) [Frenchay] MSc 2023-24

Human Resource Management [Sep][PT][Frenchay][3yrs] MSc 2022-23