



Module Specification

Human Resource Management

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Part 1: Information

Module title: Human Resource Management

Module code: UMPDTV-30-2

Level: Level 5

For implementation from: 2023-24

UWE credit rating: 30

ECTS credit rating: 15

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Not in use for Modules

Field:

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: This module builds upon the concepts and theories learned in People in Organisations and Operations management studied in year one. It is

organised thematically with each week contributing to a holistic understanding of Human Resource Management (HRM) as well as the operational aspect of it.

Outline syllabus: Within this module you will cover the following:

- HRM in context
- The changing nature of HRM
- The employment relationship
- Organisational performance and HRM
- Recruitment strategy and selection processes
- Performance management and appraisal
- Conflict and grievance
- Developing HRM skills
- Equality and Diversity in HRM
- Employment Law and representation at work

Part 3: Teaching and learning methods

Teaching and learning methods: The assessment strategy has been designed to support and enhance the development of subject-based knowledge and practical skills, whilst ensuring that the Learning Outcomes are achieved. Opportunities for formative assessment and feedback are built into teaching and practical sessions, through discussion and evaluation of current research. All students will engage with formative tasks, within individual and group settings as part of the programme design.

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

MO1 Demonstrate an understanding of the employment relationship, including the impact of government policy and law

MO2 Evaluate key concepts and practice in HRM, including reward and performance management, employee involvement and resourcing.

MO3 Critically assess HRM contemporary concerns, including ethical decision making and managing diversity.

MO4 Evidence competence in a range of people management and employability skills; interviewing, conducting performance appraisals and workplace grievances.

MO5 Conduct a strategic analysis of HRM policies and practices within an organisation and communicate findings in written and verbal formats.

Hours to be allocated: 300

Contact hours:

Independent study/self-guided study = 210 hours

Face-to-face learning = 90 hours

Total = 300

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://rl.talis.com/3/uwe/lists/A1EEA219-D89E-3F2A-D88D-53F569A85712.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/A1EEA219-D89E-3F2A-D88D-53F569A85712.html?lang=en-GB&login=1>

Part 4: Assessment

Assessment strategy: The assessments will provide a valuable learning experience through independent research of industry examples, published literature and development of academic writing style.

Task A: Presentation (15 minutes and 10 minutes questions)

Selecting an organisation of your choice, prepare a 15-minute presentation (plus additional 10 minutes for questions), with embedded audio, which demonstrates your understanding of the employment relationship and critically assesses contemporary concerns in HRM, including ethical decision making and managing diversity. You should also reflect upon the processes and practices integral to HRM, including the disability recruitment strategy, new government policy and the impact of employment law.

Task B: Skills based Portfolio (2,500 Words)

Having developed your understanding and awareness of theories and concepts of HRM in task A, you are required to submit a detailed portfolio of evidence that demonstrates your competence in a range of HRM functions and practices. These could include:

- The recruitment strategy and good practice in job design
- Selection process, including interviews and competency-based approaches
- Appraisal and performance management
- Resolution of work placed grievances

The portfolio should include a 500-word executive summary.

Assessment components:**Presentation (First Sit)**

Description: Presentation (15 minutes and 10 minutes questions)

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3, MO5

Portfolio (First Sit)

Description: Portfolio (2,500 Words)

Weighting: 60 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO4

Presentation (Resit)

Description: Presentation (15 minutes and 10 minutes questions)

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3, MO5

Portfolio (Resit)

Description: Portfolio (2,500 Words)

Weighting: 60 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business Management and Sustainability [UCW] BA (Hons) 2022-23

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