Module Specification

Talent Management

Version: 2021-22, v1.0, 25 Nov 2020

Contents

Part 1: Information

Module title: Talent Management

Module code: UMPDSV-15-M

Level: Level 7

For implementation from: 2021-22

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: Frenchay Campus

Field:

Module type: Project

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: Yes

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Not applicable

Features: Not applicable

Educational aims: The module focuses on the ways in which individuals are selected and attracted into organisations; as well as how their talent is managed throughout their career. Theories of applied psychology in talent management will

inform an understanding of an evidence based approach to resourcing decisions in today's workplace. The module also includes an organisational perspective , for instance, Making constructive contributions to the development or enhancement of resourcing strategy: Contribute to the development of strategies that aid the attraction, recruitment and selection of a suitably skilled workforce.

Outline syllabus: The indicative content includes:

Developing a resourcing and talent management strategy

Psychometric assessments in selection

Job analysis

Competency frameworks

Assessor training

The role of HR planning and positioning with the labour market/Brexit

Attracting and selecting talent

Talent management and development

Managing turnover and retention

Flexible working

Wellness at work

Managing downsizing and rebuilding human capital

Part 3: Teaching and learning methods

Teaching and learning methods: Students will be expected to engage in the online material (video lectures etc). They will also be expected to engage in further reading and group based online discussions as well as independent study.

Scheduled learning: includes online lectures and core reading. There will also be face to face workshops and scheduled online group discussions.

Independent learning: includes hours engaged with additional reading and asynchronous online discussion as well as assignment preparation and completion

Virtual learning: this module will be supported by a range of online learning

environments, such as Blackboard here a wide range of course materials will be available. Students will be expected to access and engage with these materials throughout the module. Discussion Boards will be enabled for student use and facilitated/moderated by the module leader.

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, small group activities and guest speakers who are practitioners and online learning. 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 Critically evaluate psychological approaches to the selection, retention and management of talent within organisations.

MO2 Critically evaluate psychological approaches to managing redundancy and downsizing.

MO3 Critically evaluate the differing resourcing policies and practices for different occupational groupings (e.g. private, public and voluntary sectors).

MO4 Critically evaluate ethical and legal requirements regarding recruitment and talent management policies (such as regarding equal opportunities and diversity).

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 70 hours

Face-to-face learning = 80 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/230ADAF4-1DBE-DE3A-201D-2B40EC5128A7.html?lang=en-US&login=1

Part 4: Assessment

Assessment strategy: The assessment on this module is focused on demonstrating a critical understanding of the core areas of Talent Management with a recorded role play and a case study analysis. This will evaluate key knowledge in this field. Opportunities to reflect on the key theories and evidence in terms of formative feedback will take place throughout the module workshops.

The case study will focus on assessing the skills of applying key theories, evidence and in particular the approaches such as consultancy cycle and evidence based practice to a particular organisation. Formative feedback on these approaches will be covered through workshop activities, as well as group discussions both online and face to face.

Summative assessment consists of a portfolio. This has been designed to encourage students to evaluate the theoretical concepts encountered in the module and apply them to a practical context.

The first part of the portfolio is a written assignment (2000 words) based upon a case study analysis of a resourcing problem within a context chosen by the student. (This may be the student's own workplace or an organisation known to the student) . The second part of the portfolio consists of a video role play of a resourcing interview incorporating the theoretical aspects of RTM (resourcing and talent management) as well as the practical application of the concepts.

Formative assessment will be provided through tutor and peer feedback on the group presentations.

Resit will be the same as the initial first sit.

Assessment components:

Portfolio - Component A (First Sit)

Description: Portfolio

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested:

Portfolio - Component A (Resit)

Description: Portfolio.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested:

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business Psychology [Jan] [FT] [Frenchay] [1yr] MSc 2021-22