



## **Module Specification**

# **Strategic Human Resources Management and Leadership**

Version: 2023-24, v2.0, 12 Jul 2023

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## Part 1: Information

**Module title:** Strategic Human Resources Management and Leadership

**Module code:** UFME41-6-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 6

**ECTS credit rating:** 3

**Faculty:** Faculty of Environment & Technology

**Department:** FET Dept of Engineering Design & Mathematics

**Partner institutions:** Transport and Telecommunication Institute

**Field:** Engineering, Design and Mathematics

**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:** Students will be introduced to the key theoretical and methodological aspects related to Human Resource Management and Leadership in an organization.

**Features:** Not applicable

**Educational aims:** To develop knowledge and analytical skills necessary for managing human resources in different contexts, as well as leadership and critical thinking skills needed in the highly competitive business environment.

**Outline syllabus:** The global context of HRM,

Basic theoretical concepts of strategic HRM (SHRM),

HRM strategy,

Strategic human resource planning,

Recruitment and selection,

Talent management,

Human Resource development,

Performance management and Reward management,

Power and leadership in the organization; Leadership traits, skills and styles,  
Contemporary leadership theories.

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** Learning and teaching will be provided to students as lectures and practical classes. During lectures, students are informed about the subjects described in the syllabus. During practical classes, students work face-to-face with the teaching staff discussing different relevant topics (case studies).

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

**MO1** Interpret and critically assess the contribution of modern HRM concepts, technology, leadership, and system thinking in responding to dynamic changes in the business environment

**MO2** Apply modern HRM practices and models to various issues applicable to the Aviation Industry and drawn from a variety of real-world applications

**MO3** Formulate HR strategies that will enable aviation organizations to achieve both operational and strategic goals

**MO4** Analyse new developments in the HRM and management impacts to secure sustainable development of the Aviation Industry

**MO5** Apply technology and management skills/knowledge to complex problems and situations, and to generate effective recommendations to multidisciplinary problems

**MO6** Apply both HRM concepts, ideas and theories in a variety of situations relevant to the aviation context

**Hours to be allocated:** 60

**Contact hours:**

Independent study/self-guided study = 56 hours

Face-to-face learning = 24 hours

Total = 80

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://readinglists.uwe.ac.uk) via the following link

<https://ri.talis.com/3/uwe/lists/ACFB04E6-83CC-BD80-9504-2239B6056C26.html?lang=en-GB&login=1>

## **Part 4: Assessment**

**Assessment strategy:** The assessment for this module is as follows:

Examination

Individual Report that includes the analysis of case studies. Set of reports dedicated to analysis of the case studies, completed by each student individually.

**Assessment tasks:**

**Examination (First Sit)**

Description: Exam (1 hour)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO3, MO4, MO5, MO6

**Report (First Sit)**

Description: Set of reports dedicated to analysis of the case studies, completed by each student individually.

Weighting: 50 %

Final assessment: No

Group work: No

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

**Examination (Resit)**

Description: Exam (1 hour)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested:

**Report (Resit)**

Description: Set of reports dedicated to analysis of the case studies, completed by each student individually.

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested:

### **Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Aviation Management and Sustainability {Double Degree} [TSI] MSc 2023-24

Aviation Management and Sustainability {Double Degree} [TSI] MSc 2022-23