



Module Specification

Strategic Human Resources Management and Leadership

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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: 2022-23

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

Delivery locations: Transport and Telecommunication Institute Latvia

Field: Engineering, Design and Mathematics

Module type: Standard

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 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: Component A - Examination

Component B - Individual Report that includes the analysis of case studies

Assessment components:

Examination - Component A (First Sit)

Description: Exam (1 hour)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO3, MO4, MO5, MO6

Report - Component B (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 - Component A (Resit)

Description: Exam (1 hour)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested:

Report - Component B (Resit)

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

Resit of Component B will require re-submission of the element B1

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} [Feb][FT][TSI][2yrs] MSc
2021-22