



MODULE SPECIFICATION

Part 1: Information			
Module Title	Strategy and Human Resource Management		
Module Code	UMPDJC-30-3	Level	3
For implementation from	September 2019		
UWE Credit Rating	30	ECTS Credit Rating	15
Faculty	FBL	Field	HRM
Department	BBS: Business and Management		
Contributes towards	BA (Hons) Business and Human Resource Management (<i>Compulsory</i>)		
Module type:	Standard		
Pre-requisites	UMPD78-30-2 or UMPD79-30-2 or UMPD7D-30-2		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	N/A		

Part 2: Description
<p>This module explores how strategic human resource management supports long-term business goals and outcomes within organizations. Using a range of case studies and other materials, the module will examine the evolving nature of work and how HR strategies, such as reward or performance, are integrated into the overall business strategy.</p> <p>Topics covered include:</p> <ul style="list-style-type: none"> • The Theory and Practice of HR • Changing Contexts of Organizations • Models of Strategic Human Resource Management • The HR Casual chain • Human Resource Roles: How HR is Delivered • HR as an Agent of Cultural Change • Changing Technologies and E-HRM • The Role of Line Managers • Diagnostics and HR Planning • Strategic Recruitment and Selection • Strategic Performance Management • Investigative Skills and Influencing Behaviour • Strategic Reward Management • Human Resource Metrics and Measurements

- Contemporary Issues in Strategic HRM
- Professionalism in HRM
- Self-Management, Self-Awareness and Personal Change
- Ethics and Sustainability in HRM

Module delivery is based on 3 hours of scheduled learning and teaching activities per teaching week. This contact time will be divided between lectures and workshops. Workshops will provide opportunities for in-class preparation for assessment and formative feedback, as well for the delivery of skills sessions. In addition, students will work with a live organization to analyse HR strategy and to put into place recommendations for the organization. Thus, time will be built into the delivery pattern, through the use of external visits, project coaching, drop-in support sessions, to facilitate support for this case which forms the basis of Assessment Component A. This pattern of delivery will be supported by electronic means, including an online discussion forum and extensive use of VLE.

Part 3: Assessment

There are two components to the assessment for this module.

Component A (40%):

Students will tender for 'live issue' projects in organisations, work will then be undertaken with the client organisations to refine the project brief and expected outcomes. Students will gather data as appropriate and present their findings and recommendations.

Whilst it is envisaged that this will be done in groups the focus is on identifying and delivering an analysis and proposed solutions to organisational HR issues.

Element 1: Project tender (in groups) (16%)

Element 2: Project Presentation (in groups) (24%)

Component B (60%):




Element 1: Essay on the contribution of Strategic HRM (45%)

This will address the contribution of strategic HRM to the achievement of performance, the application of theory to practice and require students to analyse and interpret HR data.

Element 2: Professional Development Portfolio (15%)

This meets the learning outcomes of the module around becoming a reflective practitioner and enables students to reflect on the practical skills gained throughout the module, such as negotiating and having difficult conversations.

Identify final timetabled piece of assessment (component and element)	Component B	
% weighting between components A and B (Standard modules only)	A:	B:
	40%	60%
First Sit		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Group project tender– 20 minutes	40%	
2. Group project completion presentation– 30 minutes	60%	
Component B Description of each element	Element weighting (as % of component)	
1. Individual essay (3000 words maximum)	75%	
2. Professional Development Portfolio (1500 words maximum)	25%	
Resit (further attendance at taught classes is not required)		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	

1. Individual case study evaluation (1500 words)	100%																																								
Component B Description of each element	Element weighting (as % of component)																																								
1. Individual essay (3000 words)	75%																																								
2. Professional Development Portfolio (1500 words maximum)	25%																																								
Part 4: Learning Outcomes & KIS Data																																									
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> Analyse and apply the major principles which underpin the concept of strategic HRM (Components A and B) Evaluate the contribution that strategic HRM can make to the achievement of organisational effectiveness (Components A and B) Contextualise factors shaping strategic HRM (Components A and B) Evaluate the delivery of HR objectives in different organisations (Component A) Critically discuss the contribution of different HR actors (Component B) Integrate ethical considerations in the delivery of strategic HRM (Components A and B) 																																								
Key Information Sets Information (KIS)	<table border="1" data-bbox="448 913 1358 1301"> <thead> <tr> <th colspan="5" data-bbox="448 913 1358 958">Key Information Set - Module data</th> </tr> </thead> <tbody> <tr> <td colspan="5" data-bbox="448 958 1358 1003"><i>Number of credits for this module</i></td> </tr> <tr> <td colspan="4" data-bbox="448 1003 1358 1048"></td> <td data-bbox="1078 1003 1219 1048" style="text-align: center;">30</td> </tr> <tr> <th data-bbox="448 1070 587 1227">Hours to be allocated</th> <th data-bbox="587 1070 746 1227">Scheduled learning and teaching study hours</th> <th data-bbox="746 1070 911 1227">Independent study hours</th> <th data-bbox="911 1070 1075 1227">Placement study hours</th> <th data-bbox="1075 1070 1219 1227">Allocated Hours</th> </tr> <tr> <td data-bbox="448 1227 587 1272" style="text-align: center;">300</td> <td data-bbox="587 1227 746 1272" style="text-align: center;">72</td> <td data-bbox="746 1227 911 1272" style="text-align: center;">228</td> <td data-bbox="911 1227 1075 1272" style="text-align: center;">0</td> <td data-bbox="1075 1227 1219 1272" style="text-align: center;">300</td> </tr> <tr> <td colspan="4" data-bbox="448 1272 1219 1301"></td> <td data-bbox="1219 1272 1358 1301" style="text-align: center;"></td> </tr> </tbody> </table> <p data-bbox="448 1368 1453 1429">The table below indicates as a percentage the total assessment of the module which constitutes a;</p> <p data-bbox="448 1458 1054 1487">Written Exam: Unseen or open book written exam</p> <p data-bbox="448 1491 1533 1552">Coursework: Written assignment or essay, report, dissertation, portfolio, project or in class test</p> <p data-bbox="448 1556 1437 1617">Practical Exam: Oral Assessment and/or presentation, practical skills assessment, practical exam (i.e. an exam determining mastery of a technique)</p> <table border="1" data-bbox="644 1644 1337 1877"> <thead> <tr> <th colspan="2" data-bbox="644 1644 1337 1688">Total assessment of the module:</th> </tr> </thead> <tbody> <tr> <td data-bbox="644 1720 1198 1765">Written exam assessment percentage</td> <td data-bbox="1198 1720 1337 1765" style="text-align: center;">0%</td> </tr> <tr> <td data-bbox="644 1765 1198 1809">Coursework assessment percentage</td> <td data-bbox="1198 1765 1337 1809" style="text-align: center;">60%</td> </tr> <tr> <td data-bbox="644 1809 1198 1854">Practical exam assessment percentage</td> <td data-bbox="1198 1809 1337 1854" style="text-align: center;">40%</td> </tr> <tr> <td colspan="2" data-bbox="644 1854 1337 1877" style="text-align: right;">100%</td> </tr> </tbody> </table>	Key Information Set - Module data					<i>Number of credits for this module</i>									30	Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	300	72	228	0	300						Total assessment of the module:		Written exam assessment percentage	0%	Coursework assessment percentage	60%	Practical exam assessment percentage	40%	100%	
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Reading List	Reading list link https://uwe.rl.talis.com/lists/5EC69ACC-B9AD-8970-575D-30F7B8791E71.html																																								

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First CAP Approval Date	31 May 2018	link to RIA		
Revision ASQC Approval Date <i>Update this row each time a change goes to ASQC</i>	30 May 2019	Version	2	link to RIA