



## **Module Specification**

### **Professional Development: Strategic Human Resource Management**

Version: 2027-28, v2.0, Approved

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## Part 1: Information

**Module title:** Professional Development: Strategic Human Resource Management

**Module code:** UMPDJC-30-3

**Level:** Level 6

**For implementation from:** 2027-28

**UWE credit rating:** 30

**ECTS credit rating:** 15

**College:** College of Business and Law

**School:** CBL Bristol Business School

**Partner institutions:** None

**Field:** Human Resource Management

**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:** This capstone module completes the “professional practice” strand for the Business and Human Resource Management programme. The module draws together learning from across the programme and 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.

**Features:** Not applicable

**Educational aims:** Building on the related “professional practice” modules at Levels 4 and 5, students critically evaluate their capabilities. They develop and practice new skills required to support their chosen future.

Through reflective practice, collaborative working, and the synthesis of knowledge and understanding gained throughout their university experience, they have developed the self-awareness, skills and attributes necessary to graduate with a clear and realistic exit strategy.

Grounded in practice led learning through undertaking a group Consultancy project with an HR client, or HR live brief as appropriate, this module aims to enable students to engage in a practice- led students centred teaching and what that means for the practice of HR.

**Outline syllabus:** Students will continue to develop their professional practice through exploration of self-management and reflection, working with others, wellbeing and resilience, social development and networking and related topics. Given that this module focuses on the development of self-awareness and professional competencies, it is recognised that learning is necessarily “spiral” in nature, and so the syllabus builds on Levels 4 and 5.

The syllabus will also include the following topics:

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

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

**Teaching and learning methods:** The module uses taught sessions to provide an overview of topic areas, but emphasis is placed on practice and participation where problems/case studies/presentations/discussions generate insight into the usefulness of theoretical approaches.

Preparation and independent study involves students using a range of reading material such as books, journals and professional publications to deepen their understanding of the concepts introduced during taught sessions, where student can also participate and practice techniques. Extensive use is made of VLE enabling students to access course materials, lecture slides, useful research links, announcements, discussion boards and e-mail.

Students will continue to develop their professional practice by working within the “Mentor Group” that was established in Level 4, meeting within 1-hour seminars every week, supported by a “Group Mentor” who will, in addition, provide Personal Tutor support to individual members of the Mentor Group.

Module delivery will also include a further 2 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

This pattern of delivery will be supported by electronic means, including an online discussion forum and extensive use of VLE.

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

**MO1** Evaluate and apply new skills and attributes in relation to self-management, collaborative working, and the communication of own and others' ideas in complex and challenging contexts.

**MO2** Evidence personal and professional development, demonstrating self-awareness and reflective evaluation of knowledge and skills developed throughout the programme to identify preferred futures.

**MO3** Analyse and apply the major principles which underpin the concept of strategic HRM

**MO4** Evaluate the contribution that strategic HRM can make to the achievement of organisational effectiveness with consideration of contextual factors shaping strategic HRM, e.g. the external, legal, and economic contexts, and developments in technology and e-HRM

**MO5** Create a client-focused set of recommendations on an HRM issue, with a line of sight on enhancing performance, which demonstrates knowledge of the organisational context and its stakeholders, ethics, and how the client organisation should operationalise the changes specified

**Hours to be allocated:** 300

**Contact hours:**

Independent study/self-guided study = 228 hours

Face-to-face learning = 72 hours

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpdjic-30-3.html) via the following link <https://uwe.rl.talis.com/modules/umpdjic-30-3.html>

## **Part 4: Assessment**

**Assessment strategy:** The assessment strategy includes a Professional Practice Portfolio (40%) which builds on their Level 5 Portfolio and captures evidence of engagement in and reflection on personal and professional development during Level 6 including increasing ability to manage self and work collaboratively.

The assessment strategy also includes a Report (60%) based on the HR project that the students undertake in small groups. This report collates HR client project presentations (that give insight into the group project undertaken) and a critical reflection addressing 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.

Assessment is designed to build in the student's individual experience in relation to the syllabus and supporting them in submitting an authentic assessment in line with university assessment policies. The overarching aim is to ensure it is the student's original work that is being submitted.

### **Assessment tasks:**

#### **Portfolio (First Sit)**

Description: Professional Development Portfolio (1500 words maximum)

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2

#### **Report (First Sit)**

Description: Report on the client project (3000 words maximum)

Weighting: 60 %

Final assessment: Yes

Group work: Yes

Learning outcomes tested: MO3, MO4, MO5

**Portfolio (Resit)**

Description: Professional Development Portfolio (1500 words maximum)

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2

**Report (Resit)**

Description: Report (3000 words)

Weighting: 60 %

Final assessment: Yes

Group work: Yes

Learning outcomes tested: MO3, MO4, MO5

**Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons)  
2023-24

Business and Human Resource Management [Frenchay] BA (Hons) 2024-25

Business and Human Resource Management {Foundation} [Frenchay] -  
WITHDRAWN BA (Hons) 2024-25

Business and Human Resource Management [Villa] BA (Hons) 2024-25

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons)  
2024-25

Business and Human Resource Management [Villa] BA (Hons) 2025-26

Business and Human Resource Management [Frenchay] BA (Hons) 2025-26

Business and Human Resource Management [Frenchay] - WITHDRAWN BA (Hons)  
2025-26

Business and Human Resource Management [Villa] - WITHDRAWN BA (Hons)  
2025-26

Business and Human Resource Management [Villa] BA (Hons) 2024-25

Business and Human Resource Management [Frenchay] BA (Hons) 2024-25

Business and Human Resource Management [Frenchay] BA (Hons) 2025-26

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons)  
2024-25

Business and Human Resource Management {Top-Up} [Frenchay] BA (Hons) 2027-  
28

Business and Human Resource Management {Top-Up} [INTUNI] BA (Hons) 2027-28

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons)  
2023-24

Business and Human Resource Management [Villa] BA (Hons) 2024-25

Business and Human Resource Management [Frenchay] BA (Hons) 2024-25

Business and Human Resource Management [Frenchay] BA (Hons) 2024-25