



MODULE SPECIFICATION

Part 1: Information			
Module Title	Strategy and Human Resource Management		
Module Code	UMPDJC-30-3	Level	Level 6
For implementation from	2020-21		
UWE Credit Rating	30	ECTS Credit Rating	15
Faculty	Faculty of Business & Law	Field	Strategy and International Business
Department	FBL Dept of Business & Management		
Module type:	Standard		
Pre-requisites	Managing People (Accounting, Economics and Finance) 2020-21, Managing People (Business, International and Management) 2020-21, Managing People (Marketing, Enterprise and Tourism) 2020-21		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p>Overview: 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>Pre-requisites: students must have taken one out of UMPD78-30-2-Managing People (Business, International and Management) or UMPD79-30-2-Managing People (Accounting, Economics and Finance) or UMPD7D-30-2-Managing People (Marketing, Enterprise and Tourism).</p> <p>Educational Aims: See Learning Outcomes.</p> <p>Outline Syllabus: Topics covered include:</p> <p>The Theory and Practice of HR</p> <p>Changing Contexts of Organizations</p> <p>Models of Strategic Human Resource Management</p>

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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

Teaching and Learning Methods: 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 (groups or individual submission) (40%) Max. 10 slides plus accompanying notes.

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.

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<p>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.</p>			
First Sit Components	Final Assessment	Element weighting	Description
Written Assignment - Component B	✓	45 %	Individual essay (3000 words maximum)
Portfolio - Component B		15 %	Professional Development Portfolio (1500 words maximum)
Presentation - Component A		40 %	Project tender (individual or group) Presentation submitted online via Blackboard. Max 10 slides plus notes.
Resit Components	Final Assessment	Element weighting	Description
Written Assignment - Component B	✓	45 %	Individual essay (3000 words)
Portfolio - Component B		15 %	Professional Development Portfolio (1500 words maximum)
Case Study - Component A		40 %	Individual case study evaluation (1500 words)

Part 4: Teaching and Learning Methods

Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes:	
	Module Learning Outcomes	Reference
	Analyse and apply the major principles which underpin the concept of strategic HRM	MO1
	Evaluate the contribution that strategic HRM can make to the achievement of organisational effectiveness	MO2
	Contextualise factors shaping strategic HRM	MO3
	Evaluate the delivery of HR objectives in different organisations	MO4
	Critically discuss the contribution of different HR factors	MO5
	Integrate ethical considerations in the delivery of strategic HRM	MO6
Contact Hours	Independent Study Hours:	
	Independent study/self-guided study	228
	Total Independent Study Hours:	228
	Scheduled Learning and Teaching Hours:	
	Face-to-face learning	72

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	Total Scheduled Learning and Teaching Hours:	72
	Hours to be allocated	300
	Allocated Hours	300
Reading List	<i>The reading list for this module can be accessed via the following link:</i> https://uwe.rl.talis.com/index.html	

Part 5: Contributes Towards

This module contributes towards the following programmes of study: