



## **Module Specification**

### **Workforce Resource Planning**

Version: 2026-27, v1.0, 29 Jul 2024

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## Part 1: Information

**Module title:** Workforce Resource Planning

**Module code:** UMPDYS-15-2

**Level:** Level 5

**For implementation from:** 2026-27

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**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:** A module exploring the role of, and strategies behind, strategic workforce planning and resourcing.

**Features:** Not applicable

**Educational aims:** The module aims to explore the value of effective resourcing and workforce planning in developing and achieving strategic organisation aims.

Students will be able to identify the benefits and limitations of a variety of resourcing approaches and use this knowledge to design sensible, strategically aligned workforce plans in a variety of organisational contexts.

Students will understand the value and costs of various resourcing techniques and strategies including (but not limited to), recruitment and selection, learning and talent management and succession planning, and be able to design integrated strategies which combine these to best effect.

**Outline syllabus:** Topics covered will include (but not be limited to) :

Hard and soft Workforce Planning

The role of data in predicting workforce needs

Talent planning and and succession management

Learning and development

Recruitment and selection

Turnover and retention and strategies to manage these in different organisational contexts

Alternative resourcing strategies including flexible working

The Global nature of modern workforce planning

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

**Teaching and learning methods:** 2 hour seminar weekly and intermittent 2 hour assessment support and development sessions.

Seminar session will include taught and practical elements with the taught elements these providing a conceptual overview, focussing on key theories and models and on their application.

Active and participative learning approaches will then be used to explore these further and develop understanding and application.

Approaches include: case studies both real world and simulated; Use of video and TV documentary analysis; Student reflections and experiences; Role play

Preparation for assessments take place across all types of contact.

The lecture provides pre-released material which identifies core themes and connections between readings, students are guided through this in the lectures and provided opportunities for summaries in the workshops.

The flexible events time will support the skills required to prepare as well - focusing on methods for using essential resources from the reading list, and own searches, for both academic writing and research.

Participation will occur within all non-lecture sessions. The focus will be on discussion between approaches, the application of approaches, and using summaries to confirm understanding in a way that reflects students' current understandings and questions.

Practice will occur in all non-lecture sessions. This will involve activities that emphasise and provide opportunities to attempt the specific skills and areas of research tested in the assignment.

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

**MO1**

Identify and analyse data to establish needs and objectives for a human resource plan.

**MO2** Demonstrate knowledge and understanding of communications strategies for gaining stakeholder buy-in to resource planning.

**MO3** Create a coherent human resource plan which meets short-term and long-term organisational needs and be able to evaluate the effectiveness of implementation.

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 0

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

## **Part 4: Assessment**

**Assessment strategy:** A single point assessment requiring students to design and propose a human resource plan for a specific organisational context , drawing on their knowledge of various resourcing approaches and strategies.

Students will be require to prepare and deliver a PowerPoint presentation with voice commentary lasting 30 minutes/max 2000 words. This individual work takes the form of a briefing to the leadership team of an organisation, designed to gain agreement for their plan and demonstrate that it meets the organisation's strategic and operational requirements.

The assessment is designed to build upon the student's individual experience in relation to the syllabus and support them in submitting an authentic assessment in line with university assessment policies. The verbal requirement allows the student to convey knowledge more conversationally whilst requiring a greater depth of understanding and confidence in key theories and approaches.

### **Assessment tasks:**

#### **Presentation (First Sit)**

Description: A PowerPoint presentation with voice commentary - 30 minutes

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

#### **Presentation (Resit)**

Description: A PowerPoint presentation with voice commentary - 30 minutes

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

## **Part 5: Contributes towards**

This module contributes towards the following programmes of study:

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