



Module Specification

HR Operations

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Part 1: Information

Module title: HR Operations

Module code: UMPT8F-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: The module focusses on developing students understanding of key HRM functions and the strategies and approaches that allow them to be used in concert to maximise productivity and streamline the employee lifecycle.

Features: Not applicable

Educational aims: The module aims to build on key modules in semester one (HR Systems and workforce resource and planning) to develop students understanding of

the hr function and the strategies that can be used to maximise performance, wellbeing and motivation.

Students will be able to assess various approaches to HRM scenarios and select appropriate strategies for managing issues, in line with organisational strategy and employee wellbeing.

The module also aims to develop students' understanding of their own career development and streamline students applications to potential placement opportunities.

Outline syllabus: The module will build heavily on key theories, strategies and concepts covered in workforce resource and planning and HR Systems.

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

The Contemporary Employment Relationship

HR Practitioners a subject experts and employee champions

HRM, Strategy and Organisational Performance

Recruitment and selection

Managing Employee Performance and organisational culture

Managing Employee Reward

Workplace Health and Wellbeing

Part 3: Teaching and learning methods

Teaching and learning methods: Student contact time will be in the form of a one hour lecture and two hour seminar per week

Lectures: these provide a conceptual overview, focussing on key theories, strategies and models and on their application

Seminars: active and participative learning approaches are used in seminars to explore key concepts, theories and approaches covered in lectures and to examine

how to apply these in context.

Approaches include: case studies (both real world and simulated); video 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 Demonstrate knowledge and critical understanding of HR's operational role

MO2 Critically analyse how internal and external factors impact on the role of HR in the employee lifecycle

MO3 Apply existing skills and develop new competencies with regard to operational HR tasks

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 via the following link

Part 4: Assessment

Assessment strategy: Students will undertake a mock assessment centre comprising a range of assessed tasks. Individual interview, group activity, in-tray activity.

The assessment will be examined through a variety of approaches, both live assessment by in person examination and formal marking of written elements. This is designed to assess students abilities to apply key approaches to operational HR decision making and align operational outcomes with organisational strategy , through a range of approaches, whilst also providing real world experience of a key selection approach in.

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. In particular the in person nature of the assessment severely limits the potential for inauthentic assessments whilst the range of tasks gives student the best opportunity to demonstrate their knowledge skills and understanding, their academic and presentational preferences.

Assessment tasks:

Practical Skills Assessment (First Sit)

Description: Half day assessment centre replicating HR year in industry placement: individual interview, group activity, in-tray activity.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Practical Skills Assessment (Resit)

Description: Half day assessment centre replicating HR year in industry placement: individual interview, group activity, in-tray activity.

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