Module Specification

Applied Human Resource Management

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

Contents

Part 1: Information

Module title: Applied Human Resource Management

Module code: UMPT8G-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 introduces students to the key concepts, theories, and models underpinning Human Resource Management with a focus on applying learning to case study organisations.

Features: Not applicable

Educational aims: The module focuses on Human Resource Management (HRM). The educational aims are:

To consider key stages and functions of HRM withing organisations. This includes, but is not limited to, performance, talent management and reward.

Articulate and apply theories and academic research both traditional and latest thinking.

Understand how to identify HRM issues within organisations.

Understand how theory and research can be applied to address HRM issues.

Recognise the importance of organisational context in the application of theory and research.

Outline syllabus: The module covers key functions of HRM. Key themes addressed are:

Employee experience at different stages of the organisation: examples include; recruitment and selection, training and reward.

Impact of different functions and stages of HRM on organisational performance: examples include; performance management, absenteeism and talent management.

Importance of managing people in the modern workplace: examples include; employment relations and labour market trends.

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.

The module will be delivered using a mixture of lectures and tutorials. Tutorials will

build on the content of the lectures and focus on applying key learning to case organisations.

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

MO1 Demonstrate critical understanding of key and contemporary human resource management topics and theory

MO2 Ability to apply key theory in an employment context and problem solve Human Resource Management issues through critical analysis of issues.

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 https://uwe.rl.talis.com/modules/umpt8g-15-2.html

Part 4: Assessment

Assessment strategy: Directly supporting the practice led pedagogy of the programmes this contributes to, Applied Human Resource Management Consultancy Project is a project based on a case study where students take on the role of a management consultant specialising in HRM.

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:

Project (First Sit)

Description: Applied Human Resource Management Consultancy Project - 2500 words

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2

Project (Resit)

Description: Applied Human Resource Management Consultancy Project - 2500 words

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2

Part 5: Contributes towards

This module contributes towards the following programmes of study:

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

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

Business and Management [Phenikaa] BA (Hons) 2025-26

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

Business and Management [BIBM] BA (Hons) 2025-26

Business Management and Marketing [Phenikaa] BA (Hons) 2025-26

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

Business Management with Marketing {Dual} [Taylors] BA (Hons) 2025-26

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

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