



## **Module Specification**

### **HR Professional Portfolio**

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## Part 1: Information

**Module title:** HR Professional Portfolio

**Module code:** UMPT9N-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**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:** This portfolio evidences the core behaviours which, along with core knowledge and specialist knowledge, comprise the CIPD Profession Map. The core behaviours are relevant to all people professionals, and the profession map sets the international benchmark for the HR profession.

There is a focus on ethical and evidence-based decision-making, the portfolio

reflecting the CIPD's stance that certain ways of thinking and acting should be universal and consistent, even in changing situations.

**Features:** Not applicable

**Educational aims:** Assimilate evidence to evaluate an organisational issue and its wider implications

Evaluate the most effective means of involving and valuing diverse perspectives in organisational decision-making

Apply ethical and organisational values to situations and choices

Formulate constructive challenge through appropriate communication to gain stakeholder buy-in

Create a commercial contract that identifies means of evaluating people outcome and impacts, including ROI

Evaluate CPD undertaken and identify ways in which learning can be disseminated with peers.

**Outline syllabus:** Ethical practice: raising effective challenge to decision-making/actions that are unethical

Professional courage and influence: appropriate communication to engage stakeholders and achieve buy-in

Valuing people: demonstrating balance and fairness; enabling meaningful contribution to decision-making

Working inclusively: embracing difference; working collaboratively across boundaries

Passion for learning: engagement with, and application of, CPD

Focus on insights: assimilating organisational evidence to define issues

Situational decision-making: evaluate outcomes and impact

Commercial drive: understand customer needs to contract effectively

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

**Teaching and learning methods:** Our approach ensures a seamless and enriching student experience, combining a variety of learning materials including clear text, diagrams, animations, videos, interactive elements, quizzes, and collaborative activities.

Students are encouraged to actively engage with the content through tasks, activities, and quizzes, fostering a deeper understanding of the subject matter. These tasks are authentic, connecting learning to real-world scenarios and directly relevant to programme outcomes.

Moreover, peer learning is actively promoted, leveraging the online environment to facilitate collaborative discussions. Structured online forums will provide a platform to share, discuss, and challenge ideas, fostering a vibrant learning community where diverse perspectives thrive.

Harnessing the power of technology, the module will make full use of online tools to engage students and foster critical thinking. Asynchronous discussion forums and collaborative tools build vibrant learning communities, enriching the educational experience beyond the digital realm.

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

**MO1** Assimilate evidence to evaluate an organisational issue and its wider implications.

**MO2** Evaluate the most effective means of involving and valuing diverse perspectives in organisational decision-making.

**MO3** Apply ethical and organisational values to situations and choices.

**MO4** Formulate constructive challenge through appropriate communication to gain stakeholder buy-in.

**MO5** Create a commercial contract that identifies means of evaluating people outcome and impacts, including ROI.

**MO6** Evaluate CPD undertaken and identify ways in which learning can be disseminated with peers.

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 150 hours

Total = 150

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

<https://ri.talis.com/3/uwe/lists/C8C3E35D-D539-33B6-20A0-BEA568AC9BB8.html?lang=en-GB&login=1>

## **Part 4: Assessment**

**Assessment strategy:** The assessment for the module is an individual portfolio comprising 8 tasks. The tasks are designed to reflect the skills and modes of communication expected of a contemporary HR professional.

The tasks will reflect the Module Outcomes and the skills expected of a contemporary HR professional in practice. Examples of potential tasks: an elevator pitch to a senior leader; dissemination of CPD learning to peers in a mini podcast; a blog post demonstrating thought-leadership on an HR issue; intranet-style communication to the workforce on an organisational issue.

### **Assessment tasks:**

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

Description: The portfolio comprises tasks with an overall equivalence of 3000 words.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

#### **Portfolio (Resit)**

Description: Portfolio

The resit portfolio will comprise 8 alternative tasks. These tasks will enable students who completed tasks towards the main sit to rework content into the alternative tasks (3000 words).

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

## **Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Human Resource Management [UWE Online] MSc 2023-24