



MODULE SPECIFICATION

Part 1: Information			
Module Title	Human Resource Management in a Strategic Context		
Module Code	UMPCNU-15-M	Level	Level 7
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business & Law	Field	Human Resource Management
Department	FBL Dept of Business & Management		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p>Educational Aims: In addition to the Learning Outcomes, the educational experience may explore, develop, and practise but not formally assess the following:</p> <p>Independent learning, group work and skills associated with discussion and debate</p> <p>Personal organisation and study skills</p> <p>Outline Syllabus: The external context of HRM: The economic context: Key economic concepts and contemporary theories of employment in a national and international context. Politics, law, and the social regulation of employment. Labour market theory and employment trends. Gender, the household, and paid employment: an elusive search for worklife balance?</p> <p>The strategic context of HRM: Key concepts in strategic management: Competing perspectives on the strategy process. Environmental and industry analysis: The strategic positioning of organisations. Defining, diagnosing and building strategic capability. Strategic purpose and culture: Stakeholder perspectives and the issue of governance.</p>

STUDENT AND ACADEMIC SERVICES

The internal context of HRM:

Historical, ethical and contemporary stakeholder perspectives on the HRM profession.

Defining and delivering HRM: Trends in the roles and organization of the HRM department.

Devising and implementing HRM strategy: HRM's link with corporate strategy.

Making a difference? Managing and measuring the contribution of HRM to organizational goals.

Teaching and Learning Methods: Teaching Strategy:

Classes offer a combination of formal lectures with a variety of participative activities, including case studies, role play, self-diagnostic exercises, problem-solving activities and group discussion. The module's participative ethos attributes equal value to the contribution of tutors and students in exploring, evaluating and creating theory, and in applying knowledge to the organisational context. This approach promotes the ability to define, obtain, analyse and evaluate information quickly and rigorously, and communicate conclusions and recommendations to team colleagues and professional and academic audiences in a range of formats.

Learning Methods:

Students will need to carry out reading (of set texts, and other preparatory material including case studies) before class, and their learning will be enhanced by group discussion before, during and after formal classes. The study skills web page provides support and guidance in a range of areas, and specific guidance will be provided by tutors on sources of information for students' work, including web- and library-based sources. This is in addition to support provided in other modules of the programme.

Blackboard:

This module is supported by Blackboard, where students will be able to find all necessary module documentation, including detailed session outlines, instructions for preparatory reading, assessment instructions and guidance on further reading.

Part 3: Assessment

As this module encourages students to engage critically and in some depth with a wide range of literature, and to assess the implications of this literature for professional practice in an organisational setting, assessment is also intended to develop and assess these approaches to learning and its implementation. All assessment requires students to review theory and knowledge in the context of case-study based analysis, whether in the form of written case studies or students' own employing organisation. Assessment involves presentation of work in a variety of formats, including eg formal literature review, essay and case analysis.

Formative assessment occurs throughout the module in tutors' commentary on students' contributions as individuals or in groups. Summative assessment takes place at the end of the module, and has two components. Component A is an online test with a 24 hour window for completion, with a guideline duration of one hour. Component B is submitted as coursework (2000 words). Both require case analysis in the light of relevant literature. Together these assessments will enable students to demonstrate that they have achieved the learning outcomes, and covered the syllabus. Component A, the test under controlled conditions, will also ensure the authenticity of students' work.

Specific assessment criteria for both components will be published in the module handbook/outline each year.

First Sit Components	Final Assessment	Element weighting	Description
Examination (Online) - Component A		40 %	Online test with 24 hour window (1000 words equivalent)
Written Assignment - Component B		30 %	Assignment (external context) (1000 words)
Written Assignment - Component B	✓	30 %	Assignment (strategic context) (1000 words)

STUDENT AND ACADEMIC SERVICES

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Written Assignment - Component B	✓	30 %	Assignment (strategic context) (1000 words)

Part 4: Teaching and Learning Methods																	
Learning Outcomes	<p>On successful completion of this module students will achieve the following learning outcomes:</p> <table border="1"> <thead> <tr> <th>Module Learning Outcomes</th> <th>Reference</th> </tr> </thead> <tbody> <tr> <td>Demonstrate critical insight into prevailing and emerging patterns and ideologies of work and employment</td> <td>MO1</td> </tr> <tr> <td>Identify international, national, sectoral and local influences on employment policy and practice</td> <td>MO2</td> </tr> <tr> <td>Draw critically on theory to analyse and evaluate strategy and the strategic process within particular organisations</td> <td>MO3</td> </tr> <tr> <td>Analyse systematically the relationship between organisational strategy and human resource management</td> <td>MO4</td> </tr> <tr> <td>Demonstrate critical understanding of the roles played by HRM professionals, trends in the delivery of HRM, measurement and evaluation of its contribution, and ethical practice</td> <td>MO5</td> </tr> </tbody> </table>	Module Learning Outcomes	Reference	Demonstrate critical insight into prevailing and emerging patterns and ideologies of work and employment	MO1	Identify international, national, sectoral and local influences on employment policy and practice	MO2	Draw critically on theory to analyse and evaluate strategy and the strategic process within particular organisations	MO3	Analyse systematically the relationship between organisational strategy and human resource management	MO4	Demonstrate critical understanding of the roles played by HRM professionals, trends in the delivery of HRM, measurement and evaluation of its contribution, and ethical practice	MO5				
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Reading List	<p>The reading list for this module can be accessed via the following link:</p> <p>https://uwe.rl.talis.com/modules/umpcnu-15-m.html</p>																

Part 5: Contributes Towards
This module contributes towards the following programmes of study: