Module Specification

Human Resource Management

Version: 2023-24, v2.0, 22 May 2023

Contents

Part 1: Information

Module title: Human Resource Management

Module code: UMPCXU-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Not in use for Modules

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: Not applicable

Features: Not applicable

Educational aims: The module aims to:

Develop a foundation of knowledge and understanding of the basic elements of

HRM.

Provide students with a critical awareness of the main theories, concepts and developments in the key elements of HRM: resourcing, training & development, employee relations and reward.

Explore the contribution that HRM can make to organisational effectiveness and understand the integrative nature of HRM.

This module contributes to the knowledge requirements needed to meet the Chartered Institute of Personnel and Development's (CIPD) qualifications at Advanced level.

In addition the educational experience may explore, develop, and practise but not formally discretely assess the following:

Independent learning, group work and skills associated with discussion and debate Personal organisation and study skills

Outline syllabus: The syllabus includes:

Exploration of the link between HR strategy, policy and practice and organisational strategy and understand the contribution of HRM to organisational effectiveness.

HR Planning, recruitment and selection; its principles, processes and practices.

Theoretical approaches to performance management including appraisal systems and performance feedback; principles, processes and practice.

Equality and Diversity at work.

The strategic contribution and context of employee training, learning and development.

The nature of adult learning, development process and learning theory.

Stages and processes of employee training, learning and development, strategies and interventions.

Reward from an external and organisational context: locating reward in its UK context and examining theoretical, societal and legal explanations for trends and developments in reward management; examining reward through the organisational lens and considering possible employer reward strategies and the range and types of reward structures utilised by organisations.

Contingent reward and flexible benefits: key principles of paying for performance, competence, contribution and skill; employee benefits and flexible benefits.

Job evaluation and equal pay: the role of job evaluation in developing equitable reward structures and the avoidance of gender discrimination in reward.

The nature of the employment relationship, theories and perspectives.

Management of the employment relationship; the roles and function of the different parties, management strategy and style.

Employee representation and voice.

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching and learning in this module consists of a combination of formal lecturing supported by a range of participative activities including case studies, videos, small group activities and the use of role play. Peer learning will be encouraged through activities designed to enable students to share and compare their experiences. Central to teaching and learning at this level is a high level of critical discussion and self reflection in contact sessions and assessed work.

Students will be encouraged to use Blackboard to access resources used during the classes. Private study will require students to sue of wide range of reading material to deepen their understanding of performance management and help them prepare for the in course assessment. Students will be directed towards the study skills website as appropriate.

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

   MO1 Understand and critically analyse the main theoretical and conceptual frameworks underpinning HRM

   MO2 Examine the contribution that effective HRM can make to the achievement of organisational effectiveness

MO3 Apply theory and key principles in HRM to practice with full regard to the context

MO4 Demonstrate an understanding of contemporary debates and trends in HRM

MO5 Integrate the perspectives provided by people resourcing, reward, training and development and employee relations in considering HR problems and issues

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 via the following link https://uwe.rl.talis.com/modules/umpcxu-15-m.html

Part 4: Assessment

Assessment strategy: The assessment is designed to examine the capacity of students to take an integrative and critical approach to HRM, with a particular focus on the application of policy and practice to the work context. 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 one task, Task A, which is an online, unseen examination. The exam has a 48 hour window for completion, and the guideline duration is 3 hours.

Assessment components:

Examination (Online) (First Sit)
Description: Online exam with 48 hour window. Non proctored. Guideline duration: 3 hours (2500 word equivalent).
Weighting: 100 %

Final assessment: Yes

Group work: No

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

Examination (Online) (Resit)

Description: Online exam with 48 hour window. Non proctored. Guideline duration: 3 hours (2500 word equivalent).

Weighting: 100 %

Final assessment: Yes

Group work: No

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

Part 5: Contributes towards

This module contributes towards the following programmes of study: