



MODULE SPECIFICATION

Part 1: Information			
Module Title	Human Resource Development and Knowledge Management		
Module Code	UMPD7F-15-3	Level	3
For implementation from	September 2019		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	FBL	Field	HRM
Department	BBS, Business and Management		
Contributes towards	BA (Hons) Business and Management (<i>Optional</i>); BA (Hons) Business & Human Resource Management (<i>Compulsory</i>); BA (Hons) Business Management (Leadership, Change and Organisation) (<i>Optional</i>)		
Module type:	Standard		
Pre-requisites	UMPD78-30-2 or UMPD79-30-2 or UMPD7D-30-2		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	N/A		

Part 2: Description
<p>Module delivery is based on 3 hours of scheduled learning and teaching activities per teaching week. This contact time will be a combination of lectures and workshops, which will be partially student-led. These workshops will provide opportunities for in-class preparation for assessment and formative feedback. This pattern of delivery will be supported by electronic means, including an online discussion forum and extensive use of VLE.</p> <p>Extensive use will be made of Blackboard for guided independent study work; to support students' learning; to facilitate interactions between students e.g. for group project work. Students will also be directed towards the University Library online Study Skills resources for the development of skills appropriate to the level and style of the module. In addition a number of e-learning resources will also be used.</p> <p>You will cover:</p> <ul style="list-style-type: none"> ● From Training to Learning: Defining Human Resource Development ● Individual learning theories and styles ● Strategic HRD: Learning organisations and organisational learning ● Assessing HRD Needs ● Designing, Delivering and Evaluating HRD Interventions ● Continuous Professional Development and Management Development ● E-Learning ● Knowledge as an Organisational Asset ● Managing Organisational Knowledge and Knowledge Workers
Part 3: Assessment

There are two components to the assessment for this module.		
<p>Component A: Group Presentation (20 minutes) A group presentation will assess students' ability to understand key concepts in the field of HRD and the relationship between theory and practice. The assessment criteria for this component includes the following: critical understanding of contemporary HRD, application of theory to practice, evidence of independent research and wide reading from a range of appropriate sources and competence in academic literacy (including referencing). This component constitutes 40% of the module mark.</p> <p>Component B – Portfolio (2,000 words) A portfolio of work that relates to the activities undertaken in the workshops. The activities to be included in this portfolio include a 500-word plan for an HRD learning intervention workshop and a 1500-word critical self-reflection of the student's performance delivering their workshop plan. The assessment criteria for this component includes the following: Critical understanding of designing, delivering and evaluating an HRD learning intervention, explanation for selecting training activities, analysis of challenges in delivery of training, critical analysis into strengths and limitations of student's own performance, integration of theory with analysis of performance, and identification and justification of steps for self-improvement. This component constitutes 60% of the module mark.</p>		
Identify final timetabled piece of assessment (component and element)	Component B	
% weighting between components A and B (Standard modules only)	A:	B:
	40%	60%
First Sit		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Group presentation (20 minutes)	100%	
Component B Description of each element	Element weighting (as % of component)	
1. Portfolio (2000 words)	100%	
Resit (further attendance at taught classes is not required)		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. 10 minute individual pre-recorded presentation/podcast.	100%	
Component B Description of each element	Element weighting (as % of component)	
1. An individual portfolio: A 500 word proposed session outline for a one hour's HRD&KM workshop and an individual 1500 word rationale, with academic references, for the session outline.	100%	
Part 4: Learning Outcomes & KIS Data		

Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> ● Apply knowledge of contemporary HRD context, practice and process to design and evaluate HRD interventions in an organisational context ● Compare and contrast alternative theories of individual and organisational learning (Components A and B) ● Explain and evaluate current debates and management practice in the area of careers and career development (Component A)
-------------------	--

	<ul style="list-style-type: none"> • evaluate the importance of effective management of organisational knowledge to contemporary organisations (Component A) • critically reflect on own strengths and weaknesses in key HRD related skills including training delivery and presentation skills 																									
Key Information Sets Information (KIS)	<table border="1"> <thead> <tr> <th colspan="5">Key Information Set - Module data</th> </tr> </thead> <tbody> <tr> <td colspan="5"><i>Number of credits for this module</i></td> </tr> <tr> <td colspan="4"></td> <td style="border: 2px solid black;">15</td> </tr> <tr> <th>Hours to be allocated</th> <th>Scheduled learning and teaching study hours</th> <th>Independent study hours</th> <th>Placement study hours</th> <th>Allocated Hours</th> </tr> <tr> <td>150</td> <td>36</td> <td>114</td> <td>0</td> <td>150</td> </tr> </tbody> </table>	Key Information Set - Module data					<i>Number of credits for this module</i>									15	Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	150	36	114	0	150
Key Information Set - Module data																										
<i>Number of credits for this module</i>																										
				15																						
Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours																						
150	36	114	0	150																						
Contact Hours	<p>The table below indicates as a percentage the total assessment of the module which constitutes a;</p> <p>Written Exam: Unseen or open book written exam Coursework: Written assignment or essay, report, dissertation, portfolio, project or in class test Practical Exam: Oral Assessment and/or presentation, practical skills assessment, practical exam (i.e. an exam determining mastery of a technique)</p>																									
Total Assessment	<table border="1"> <thead> <tr> <th colspan="2">Total assessment of the module:</th> </tr> </thead> <tbody> <tr> <td>Written exam assessment percentage</td> <td>40%</td> </tr> <tr> <td>Coursework assessment percentage</td> <td>60%</td> </tr> <tr> <td>Practical exam assessment percentage</td> <td>0%</td> </tr> <tr> <td></td> <td>100%</td> </tr> </tbody> </table>	Total assessment of the module:		Written exam assessment percentage	40%	Coursework assessment percentage	60%	Practical exam assessment percentage	0%		100%															
Total assessment of the module:																										
Written exam assessment percentage	40%																									
Coursework assessment percentage	60%																									
Practical exam assessment percentage	0%																									
	100%																									
Reading List	<p>Reading list link</p> <p>http://readinglists.uwe.ac.uk/lists/1B417A39-0480-D75F-B9A0-48844987F1FE.html</p>																									

FOR OFFICE USE ONLY

First Approval Date (and panel type)	QMAC December 2011			
Revision ASQC Approval Date <i>Update this row each time a change goes to ASQC</i>	30 May 2019	Version	2	Link to RIA