STUDENT AND ACADEMIC SERVICES

UWE Bristol | University of the West of England

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MODULE SPECIFICATION

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Part 1: Information			
Module Title	Human Resource Development and Knowledge Management		
Module Code	UMPD7F-15-3	Level	Level 6
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	Managing People (Accounting, Economics and Finance) 2020-21, Managing People (Business, International and Management) 2020-21, Managing People (Marketing, Enterprise and Tourism) 2020-21		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
Overview: Pre-requisites: students must have taken one out of UMPD78-30-2-Business, International and Management, UMPD79-30-2 Accounting, Economics and Finance or UMPD7D-30-2- Marketing, Enterprise and Tourism **Educational Aims:** See Learning Outcomes. **Outline Syllabus:** You will cover: 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

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E-Learning

Knowledge as an Organisational Asset

Managing Organisational Knowledge and Knowledge Workers

Teaching and Learning Methods: 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.

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.

Part 3: Assessment

There are two components to the assessment for this module.
Component A: Group or Individual Presentation (20 minutes) Recorded and submitted via Blackboard.
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.

Component B – Portfolio (2,000 words)
A portfolio of work that relates to the activities undertaken in the taught sessions. This is an individual piece of work that will include an designing a session outline for a workshop and an accompanying rationale for that session. This component constitutes 60% of the module mark.

First Sit Components	Final Assessment	Element weighting	Description
Portfolio - Component B	✓	60 %	Portfolio (2000 words) An individual piece of work providing the rationale for a training session.
Presentation - Component A		40 %	Individual or Group presentation (20 minutes). Recording and slides submitted via Blackboard.
Resit Components	Final Assessment	Element weighting	Description
Portfolio - Component B	✓	60 %	An individual portfolio: A 500 word proposed session outline for a one hour's HRD and KM workshop and an individual 1500 word rationale, with academic references, for the session outline.
Presentation - Component A		40 %	10 minute individual pre-recorded presentation/podcast

Part 4: Teaching and Learning Methods

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

Module Learning Outcomes	Reference
Apply knowledge of contemporary HRD context, practice and process to design and evaluate HRD interventions in an organisational context	MO1
Compare and contrast alternative theories of individual and organisational learning	MO2
Explain and evaluate current debates and management practice in the area of careers and career development	MO3
Evaluate the importance of effective management of organisational knowledge to contemporary organisations	MO4
Critically reflect on own strengths and weaknesses in key HRD related skills including training delivery and presentation skills	MO5

Contact Hours	**Independent Study Hours:**	
	Independent study/self-guided study	114
	Total Independent Study Hours:	114
	Scheduled Learning and Teaching Hours:	
	Face-to-face learning	36
	Total Scheduled Learning and Teaching Hours:	36
	Hours to be allocated	150
	Allocated Hours	150
Reading List	*The reading list for this module can be accessed via the following link:* https://uwe.rl.talis.com/index.html	

Part 5: Contributes Towards

This module contributes towards the following programmes of study:

Business and Human Resource Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2018-19

Human Resource Management [Jan][FT][Northshore][3yrs] - Not Running BSc (Hons) 2017-18

Business and Human Resource Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2018-19

Business and Management {Top Up}[Sep][FT][Frenchay][1yr] BA (Hons) 2020-21

International Business Management {Top-Up} [Sep][FT][Frenchay][1yr] BA (Hons) 2020-21

Business and Human Resource Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2018-19

Business Management with Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2018-19

Business and Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2018-19

Business Management and Leadership [Sep][FT][Frenchay][3yrs] BA (Hons) 2018-19

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2018-19

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2018-19

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2018-19

Business and Management [Jan][FT][Frenchay][3yrs] BA (Hons) 2018-19

Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2018-19

Business and Management [Jan][FT][Villa][3yrs] BA (Hons) 2018-19

Business and Management [May][FT][Villa][3yrs] BA (Hons) 2018-19

Business and Management [Sep][FT][Villa][3yrs] BA (Hons) 2018-19

Business and Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2018-19

Business and Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2018-19

Business and Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2018-19