



## **Module Specification**

# Human Resource Development and Knowledge Management

Version: 2021-22, v3.0, 08 Jul 2021

### **Contents**

|  |          |
|--|----------|
| <b>Module Specification .....</b>                  | <b>1</b> |
| <b>Part 1: Information .....</b>                   | <b>2</b> |
| <b>Part 2: Description .....</b>                   | <b>2</b> |
| <b>Part 3: Teaching and learning methods .....</b> | <b>3</b> |
| <b>Part 4: Assessment.....</b>                     | <b>4</b> |
| <b>Part 5: Contributes towards .....</b>           | <b>6</b> |

## Part 1: Information

**Module title:** Human Resource Development and Knowledge Management

**Module code:** UMPD7F-15-3

**Level:** Level 6

**For implementation from:** 2021-22

**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:** Frenchay Campus, Taylors University, Villa College

**Field:** Human Resource Management

**Module type:** Standard

**Pre-requisites:** Managing People (Accounting, Economics and Finance) 2021-22, Managing People (Business, International and Management) 2021-22, Managing People (Marketing, Enterprise and Tourism) 2021-22

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body 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

**Features:** Not applicable

**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

E-Learning

Knowledge as an Organisational Asset

Managing Organisational Knowledge and Knowledge Workers

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

**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.

**Module Learning outcomes:**

**MO1** Apply knowledge of contemporary HRD context, practice and process to design and evaluate HRD interventions in an organisational context

**MO2** Compare and contrast alternative theories of individual and organisational learning

**MO3** Explain and evaluate current debates and management practice in the area of careers and career development

**MO4** Evaluate the importance of effective management of organisational knowledge to contemporary organisations

**MO5** Critically reflect on own strengths and weaknesses in key HRD related skills including training delivery and presentation skills

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

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

**Part 4: Assessment**

**Assessment strategy:** There are two components to the assessment for this module.

Component A: Group Presentation (20 minutes)

A group presentation that will assess students' ability to understand key concepts in

the field of human resource development and knowledge management, and their relationship between theory and practice. The assessment criteria for this component includes the following: critical understanding of contemporary HRD and KM, 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 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.

#### **Assessment components:**

##### **Presentation - Component A (First Sit)**

Description: Group presentation (20 minutes)

Weighting: 40 %

Final assessment: No

Group work: Yes

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

##### **Portfolio - Component B (First Sit)**

Description: Portfolio (2000 words)

An individual piece of work providing the rationale for a training session.

Weighting: 60 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO5

### **Presentation - Component A (Resit)**

Description: Individual presentation (10 minutes). Slides with presenter notes submitted via Blackboard.

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested:

### **Portfolio - Component B (Resit)**

Description: 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.

Weighting: 60 %

Final assessment: Yes

Group work: No

Learning outcomes tested:

## **Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Business and Human Resource Management {Top-Up} [Sep][FT][FR][1yr] BA (Hons)  
2021-22

Business and Human Resource Management {Top-Up} [Sep][FT][INTUNI][1yr] BA  
(Hons) 2021-22

Business and Human Resource Management {Dual} [Aug][FT][Taylors][3yrs] BA  
(Hons) 2019-20

Business and Human Resource Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2019-20

International Business Management {Top-Up} [Sep][FT][BIBM][1yr] BA (Hons) 2021-22

International Business Management {Top-Up} [Sep][FT][Villa][1yr] BA (Hons) 2021-22

Business and Management {Top Up}[Sep][FT][Frenchay][1yr] BA (Hons) 2021-22

International Business Management {Top-Up} [Sep][FT][Frenchay][1yr] BA (Hons) 2021-22

International Business Management {Top-Up} [Jan][FT][Frenchay][1yr] BA (Hons) 2021-22

Business and Management {Top Up}[Sep][FT][DeITel][1yr] BA (Hons) 2021-22

Business Administration [Jan][FT][Northshore][3yrs] BSc (Hons) 2018-19

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

Business and Human Resource Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business and Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2019-20

Business and Management [Jan][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Management [May][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Management [Sep][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business and Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2019-20

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2019-20

Business Management with Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business Management and Leadership [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business and Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business Administration [Jan][SW][Northshore][4yrs] BSc (Hons) 2018-19

Business and Management [Jan][SW][Villa][4yrs] BA (Hons) 2018-19

Business and Management [May][SW][Villa][4yrs] BA (Hons) 2018-19

Business and Management [Sep][SW][Villa][4yrs] BA (Hons) 2018-19

Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2018-19

Business Management with Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business Management and Leadership {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business and Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2018-19

Business and Human Resource Management {Foundation}

[Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business and Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19