



Module Specification

Human Resource Development and Knowledge Management

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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: 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

Field: Human Resource Management

Module type: Module

Pre-requisites: Managing People (Accounting, Economics and Finance) 2023-24, Managing People (Business, International and Management) 2023-24, Managing People (Marketing, Enterprise and Tourism) 2023-24

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: On successful completion of this module students will achieve the following 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 tasks to the assessment for this module.

Task one: 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 task constitutes 40% of the module mark.

Task two – 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 task constitutes 60% of the module mark.

Assessment tasks:

Presentation (First Sit)

Description: Group presentation (20 minutes)

Weighting: 40 %

Final assessment: No

Group work: Yes

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

Portfolio (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 (Resit)

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

Weighting: 40 %

Final assessment: No

Group work: No

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

Portfolio (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: MO1, MO2, MO5

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Human Resource Management {Top-Up} [Frenchay] BA (Hons) 2023-24

Business and Human Resource Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

Business and Human Resource Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

Business and Management {Top Up} [INTUNI] BA (Hons) 2023-24

Business and Management [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management [May][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management [Sep][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

Business and Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

Business Studies {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business Management and Leadership [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Management [Jan][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Management [May][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Management [Sep][SW][Villa][4yrs] BA (Hons) 2020-21

Business Management and Leadership {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business and Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Human Resource Management {Foundation}

[Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons)
2019-20

Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons)
2019-20

Business and Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20