



ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Basic Data					
Module Title	Human Resource Management				
Module Code	UISV5T-15-2	Level	2	Version	1
UWE Credit Rating	15	ECTS Credit Rating	7.5	WBL module?	No
Owning Faculty	Hartpury	Field	Sport Science		
Department	Sport	Module Type	Standard		
Contributes towards	BA (Hons) Equine Business Management BA (Hons) Equine Business Management (SW) BA (Hons) Sport Business Management FdA Sport Business Management				
Pre-requisites	None		Co- requisites	None	
Excluded Combinations	None		Module Entry requirements	None	
First CAP Approval Date	20 January 2016		Valid from	01 September 2016	
Revision CAP Approval Date			Valid to		

Review Date	01 September 2022
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Part 2: Learning and Teaching	
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ol style="list-style-type: none"> 1. Compare and contrast the traditional views and contemporary approaches to human resource management. (A, B) 2. Evaluate the procedures and practices used for recruiting and selecting suitable employees. (A, B) 3. Assess human resource requirements through the creation of a person specification detailing the skills, knowledge and experience needed for a defined job role. (B) 4. Organise and manage an assessment centre in the form of a group task. (A)
Syllabus Outline	<ul style="list-style-type: none"> • Changing Nature of Human Resource Management • Strategic HR Management • Organisational/Individual Relations and Retention

	<ul style="list-style-type: none"> Jobs and Job Analysis. Selection and Placing Human Resources. HE Training and Development. Performance Management and Appraisal. Total Rewards, Pay and Compensation Practices. 																				
Contact Hours	<p>Indicative delivery modes:</p> <table> <tr> <td>Lectures, guided learning, seminars, tutorials</td> <td>33</td> </tr> <tr> <td>Self-directed study</td> <td>12</td> </tr> <tr> <td>Independent learning</td> <td>105</td> </tr> <tr> <td>TOTAL HOURS</td> <td>150</td> </tr> </table>	Lectures, guided learning, seminars, tutorials	33	Self-directed study	12	Independent learning	105	TOTAL HOURS	150												
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Teaching and Learning Methods	<p>This module is delivered using large group learning sessions and opportunities for small group work. Additionally essential and recommended reading and exercises will be introduced to guide the students through the core syllabus.</p> <p>Scheduled Learning includes lectures, seminars, tutorials, assessment supervision, external visits; guest lectures</p> <p>Independent Learning includes hours engaged with essential reading, case study preparation, assessment preparation and completion. These sessions constitute an average time per level as indicated in the table below. Scheduled sessions may vary slightly depending on the module choices you make.</p> <p>Virtual Learning Environment (VLE) is an online resource where students will be able to find all necessary module information. Direct links to information sources will also be provided from within the VLE.</p>																				
Key Information Sets Information	<p>Key Information Sets (KIS) are produced at programme level for all programmes that this module contributes to, which is a requirement set by HESA/HEFCE. KIS are comparable sets of standardised information about undergraduate courses allowing prospective students to compare and contrast between programmes they are interested in applying for.</p> <table border="1"> <thead> <tr> <th colspan="5">Key Information Set - Module data</th> </tr> <tr> <td colspan="4">Number of credits for this module</td> <td>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> </thead> <tbody> <tr> <td>150</td> <td>45</td> <td>105</td> <td>0</td> <td>150</td> </tr> </tbody> </table> <p>The table below indicates as a percentage the total assessment of the module which constitutes a -</p> <p>Written Exam: Unseen written exam, open book written exam, In-class test Coursework: Written assignment or essay, report, dissertation, portfolio, project Practical Exam: Oral Assessment and/or presentation, practical skills assessment, practical exam</p> <p>Please note that this is the total of various types of assessment and will not necessarily reflect the component and module weightings in the Assessment section of this module description:</p>	Key Information Set - Module data					Number of credits for this module				15	Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	150	45	105	0	150
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	<p>Total assessment of the module:</p> <table border="1"> <tr> <td>Written exam assessment percentage</td> <td>0%</td> </tr> <tr> <td>Coursework assessment percentage</td> <td>25%</td> </tr> <tr> <td>Practical exam assessment percentage</td> <td>75%</td> </tr> <tr> <td></td> <td>100%</td> </tr> </table>	Written exam assessment percentage	0%	Coursework assessment percentage	25%	Practical exam assessment percentage	75%		100%
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Coursework assessment percentage	25%								
Practical exam assessment percentage	75%								
	100%								
Reading Strategy	<p>Essential readings Any essential reading will be indicated clearly, along with the method for accessing it, e.g. students may be required to purchase a set text, be given a print study pack or be referred to texts that are available electronically or in the Library. Module guides will also reflect the range of reading to be carried out.</p> <p>Further readings Further reading will be required to supplement the set text and other printed readings. Students are expected to identify all other reading relevant to their chosen topic for themselves. They will be required to read widely using the library search, a variety of bibliographic and full text databases, and internet resources. Many resources can be accessed remotely. The purpose of this further reading is to ensure students are familiar with current research, classic works and material specific to their interests from the academic literature.</p> <p>Access and skills Formal opportunities for students to develop their library and information skills are provided within the induction period and study skills sessions. Additional support is available through online resources. This includes interactive tutorials on finding books and journals, evaluation information and referencing. Sign up workshops are also offered.</p>								
Indicative Reading List	<p>The following list is offered to provide validation panel/accrediting bodies with an indication of the type and level of information students may be expected to consult. As such, its currency may wane during the life span of the module specification. However, as indicated above, CURRENT advice on readings will be available via other more frequently updated mechanisms, including the module guide.</p> <p>Books:</p> <p>Jackson, J. and Mathis, R. (Current edition) <i>Human Resource Management</i>. Mason: Cengage Learning.</p> <p>Beardwell, J and Claydon, T. (eds.) (Current edition) <i>Human Resource Management</i>. A Contemporary Approach. Harlow. Pearson Education Limited.</p> <p>Bratton, J. and Gold, J. (Current edition) <i>Human Resource Management: Theory and Practice</i>. Basingstoke: Palgrave MacMillan.</p> <p>Lussier, R.N. (Current edition) <i>Human Relations in Organisations</i>. London: McGraw Hill.</p> <p>Journals:</p> <p>Human Resource Management Journal</p> <p>The International Journal of Human Resource Management</p>								

Part 3: Assessment	
Assessment Strategy	As a group, students will design a job description and person specification for a new position of their choice. The job in question should be a post that would

	<p>be a realistic target for a university graduate. For this assessment component students will be awarded a group mark.</p> <p>Students will then be asked to take part in a group assessment centre activity, inspired by the submitted job role and person specification. The approach may include psychometric testing, scenario based case studies or role play activities. The students will be assessed individually against their engagement, with a focus on group management, skill identification and their ability to analyse the effectiveness of the assessment task.</p> <p>In the case of a resit, students will be expected to deliver an oral presentation, detailing the theory, different methods used, and the reasons for using those methods as part of the a recruitment day or assessment centre event.</p> <p>The assessment strategy is designed to create an applied, industry focused approach allowing students to develop key employability related skills including identifying requirements within current graduate jobs and the types of recruitment procedures they could be subjected to. Formative assessment will be provided throughout the module in the form of assessment based tutorials.</p> <p>In line with the College's commitment to facilitating equal opportunities, a student may apply for alternative means of assessment if appropriate. Each application will be considered on an individual basis taking into account learning and assessment needs. For further information regarding this please refer to the VLE.</p>
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Identify final assessment component and element	Group Assessment Centre	
% weighting between components A and B (Standard modules only)	A:	B:
	75%	25%
First Sit		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Group Assessment Centre with individual mark (1 hour)	100%	
Component B Description of each element	Element weighting (as % of component)	
1. Group job description and person specification with group mark (750 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. Individual Oral Presentation (15 minutes)	100%	
Component B Description of each element	Element weighting (as % of component)	
1. Individual job description and person specification (750 words)	100%	
<p>If a student is permitted a retake of the module under the University Regulations and Procedures, the assessment will be that indicated by the Module Description at the time that retake commences.</p>		