



MODULE SPECIFICATION

| Part 1: Information | | | |
|---------------------------|-----------------------------------|--------------------|---------------------------|
| Module Title | Human Resource Management | | |
| Module Code | UMPDL3-30-2 | Level | Level 5 |
| For implementation from | 2020-21 | | |
| UWE Credit Rating | 30 | ECTS Credit Rating | 15 |
| Faculty | Faculty of Business & Law | Field | Human Resource Management |
| Department | FBL Dept of Business & Management | | |
| Module type: | Standard | | |
| Pre-requisites | None | | |
| Excluded Combinations | None | | |
| Co- requisites | None | | |
| Module Entry requirements | None | | |

| Part 2: Description |
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| <p>Educational Aims: See Learning Outcomes</p> <p>Outline Syllabus: HRM in context</p> <p>The changing nature of HRM</p> <p>The employment relationship</p> <p>Organisational performance and HRM – contemporary practice in HRM</p> <p>Recruitment and selection processes</p> <p>Performance management and appraisal</p> <p>Conflict and grievance</p> <p>Developing HRM skills</p> <p>Equality and diversity in HRM</p> |

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| <p>Employment law and representation at work</p> <p>Employee relations</p> <p>Trade unions</p> <p>EU integration and globalisation</p> <p>Teaching and Learning Methods: Module delivery will be based on 3 hours of scheduled learning and teaching activities per teaching week (x30 weeks). This will consist of : Two hour long lectures for the delivery of the core syllabus and concepts. One hour 'essential management skills' workshop.</p> <p>The module is organised thematically with each week contributing to a holistic understanding of HRM and the operational aspect of HRM. The horizontal integration of this module will ensure that students apply theory to individual practice.</p> <p>Scheduled learning: 60 hours of lectures; 30 hours of workshop sessions.</p> <p>Independent learning includes approximately 210 hours engaged with essential reading, case study preparation, assignment preparation and workshop preparation. In addition to revision.</p> <p>Extensive use will be made of the Blackboard (VLE) for guided independent study to support students learning. Students will also be directed towards the online library and Study Skills Resources, for the development of skills appropriate to the level of the module. In addition a number of e-learning resources will be used including: The MySkills Study Skills website at http://www.uwe.ac.uk/library/resources/hub/ Skills4study (s4s) as part of the MySkills resources which will cover academic reading, critical thinking; academic writing; referencing and plagiarism.</p> |
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Part 3: Assessment

The assessment strategy adopted in this module is designed to assess students' critical understanding of the theoretical and applied dimensions of contemporary HRM and their reflective understanding of the skills required in management people. Opportunities for formative assessment and interim feedback are built into module delivery e.g. skills workshops

There are two components to the summative assessment for this module.

Component A:

Online Exam – 2 hour equivalent , conducted in a 24 hour window , to assess students' understanding of key concepts and processes in HRM and their utilisation in practice.

Component B:

This component has 2 elements:

Element 1: Individual Presentation of a SWOT analysis of the recruitment process within the organisation in which the work based learning occurred (20 minutes)

Element 2: Portfolio of evidence to support presentation

| First Sit Components | Final Assessment | Element weighting | Description |
|------------------------------------|------------------|-------------------|---|
| Portfolio - Component B | | 30 % | Portfolio of supporting evidence |
| Presentation - Component B | | 30 % | Presentation (20 mins) - narrated slides submitted online |
| Examination (Online) - Component A | ✓ | 40 % | Online Open book exam (2 hours equivalent) conducted in a 24 hour window |

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| Resit Components | Final Assessment | Element weighting | Description |
|------------------------------------|------------------|-------------------|---|
| Portfolio - Component B | | 30 % | Portfolio of supporting evidence |
| Presentation - Component B | | 30 % | Presentation (20 minutes) - narrated slides submitted online |
| Examination (Online) - Component A | ✓ | 40 % | Online Open book examination (2 hours equivalent) conducted in a 24 hour window |

| Part 4: Teaching and Learning Methods | | | | | | | | | | | | | | | | | | | |
|---|---|--------------------------|-----------|---|-----|---|-----|--|-----|---|-----|--|-----|---|-----|--|-----|--|-----|
| Learning Outcomes | <p>On successful completion of this module students will achieve the following learning outcomes:</p> <table border="1"> <thead> <tr> <th>Module Learning Outcomes</th> <th>Reference</th> </tr> </thead> <tbody> <tr> <td>Demonstrate an understanding of the employment relationship</td> <td>MO1</td> </tr> <tr> <td>Evaluate key concepts and practice in HRM, including reward and performance management, employee involvement and resourcing</td> <td>MO2</td> </tr> <tr> <td>Discuss the role of line managers in enacting HRM policies and practices</td> <td>MO3</td> </tr> <tr> <td>Critically assess HRM contemporary concerns, including ethical decision making and managing diversity</td> <td>MO4</td> </tr> <tr> <td>Examine the impact of international and EU integration on employee relations</td> <td>MO5</td> </tr> <tr> <td>Evidence competence in a range of people management and employability skills: interviewing, conducting performance appraisals and work place grievances</td> <td>MO6</td> </tr> <tr> <td>Understand key elements of employee relations, including the impact of law</td> <td>MO7</td> </tr> <tr> <td>Reflect on the processes and practices integral to effective HRM</td> <td>MO8</td> </tr> </tbody> </table> | Module Learning Outcomes | Reference | Demonstrate an understanding of the employment relationship | MO1 | Evaluate key concepts and practice in HRM, including reward and performance management, employee involvement and resourcing | MO2 | Discuss the role of line managers in enacting HRM policies and practices | MO3 | Critically assess HRM contemporary concerns, including ethical decision making and managing diversity | MO4 | Examine the impact of international and EU integration on employee relations | MO5 | Evidence competence in a range of people management and employability skills: interviewing, conducting performance appraisals and work place grievances | MO6 | Understand key elements of employee relations, including the impact of law | MO7 | Reflect on the processes and practices integral to effective HRM | MO8 |
| Module Learning Outcomes | Reference | | | | | | | | | | | | | | | | | | |
| Demonstrate an understanding of the employment relationship | MO1 | | | | | | | | | | | | | | | | | | |
| Evaluate key concepts and practice in HRM, including reward and performance management, employee involvement and resourcing | MO2 | | | | | | | | | | | | | | | | | | |
| Discuss the role of line managers in enacting HRM policies and practices | MO3 | | | | | | | | | | | | | | | | | | |
| Critically assess HRM contemporary concerns, including ethical decision making and managing diversity | MO4 | | | | | | | | | | | | | | | | | | |
| Examine the impact of international and EU integration on employee relations | MO5 | | | | | | | | | | | | | | | | | | |
| Evidence competence in a range of people management and employability skills: interviewing, conducting performance appraisals and work place grievances | MO6 | | | | | | | | | | | | | | | | | | |
| Understand key elements of employee relations, including the impact of law | MO7 | | | | | | | | | | | | | | | | | | |
| Reflect on the processes and practices integral to effective HRM | MO8 | | | | | | | | | | | | | | | | | | |
| Contact Hours | <table border="1"> <thead> <tr> <th colspan="2">Independent Study Hours:</th> </tr> </thead> <tbody> <tr> <td>Independent study/self-guided study</td> <td>210</td> </tr> <tr> <td>Total Independent Study Hours:</td> <td>210</td> </tr> <tr> <th colspan="2">Scheduled Learning and Teaching Hours:</th> </tr> <tr> <td>Face-to-face learning</td> <td>90</td> </tr> <tr> <td>Total Scheduled Learning and Teaching Hours:</td> <td>90</td> </tr> <tr> <td>Hours to be allocated</td> <td>300</td> </tr> <tr> <td>Allocated Hours</td> <td>300</td> </tr> </tbody> </table> | Independent Study Hours: | | Independent study/self-guided study | 210 | Total Independent Study Hours: | 210 | Scheduled Learning and Teaching Hours: | | Face-to-face learning | 90 | Total Scheduled Learning and Teaching Hours: | 90 | Hours to be allocated | 300 | Allocated Hours | 300 | | |
| Independent Study Hours: | | | | | | | | | | | | | | | | | | | |
| Independent study/self-guided study | 210 | | | | | | | | | | | | | | | | | | |
| Total Independent Study Hours: | 210 | | | | | | | | | | | | | | | | | | |
| Scheduled Learning and Teaching Hours: | | | | | | | | | | | | | | | | | | | |
| Face-to-face learning | 90 | | | | | | | | | | | | | | | | | | |
| Total Scheduled Learning and Teaching Hours: | 90 | | | | | | | | | | | | | | | | | | |
| Hours to be allocated | 300 | | | | | | | | | | | | | | | | | | |
| Allocated Hours | 300 | | | | | | | | | | | | | | | | | | |
| Reading List | <p>The reading list for this module can be accessed via the following link:</p> <p>https://uwe.rl.talis.com/modules/umpdl3-30-2.html</p> | | | | | | | | | | | | | | | | | | |

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Part 5: Contributes Towards

This module contributes towards the following programmes of study:

Business with Management [Sep][FT][UCW][2yrs] FdA 2019-20

Business with Management [Sep][PT][UCW][3yrs] FdA 2019-20