



## **Module Specification**

# Human Resources Management in the Workplace

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## Part 1: Information

**Module title:** Human Resources Management in the Workplace

**Module code:** UMPDLM-15-3

**Level:** Level 6

**For implementation from:** 2020-21

**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

**Field:** Human Resource Management

**Module type:** Standard

**Pre-requisites:** Managing People 2020-21

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** Not applicable

**Features:** Not applicable

**Educational aims:** See Learning Outcomes.

**Outline syllabus:** The syllabus includes:

Introduction to module

Revisiting the HR Function

Devolution to the Line: the Role of Line Managers in HRM

The Role of HR in the Management of Contemporary Business Issues

Managing Talent During Economic Downturn

Technology and the Growth of E-HRM

HRM and Diversity at Work

Managing Demographic Change in the Workplace

HRM and CSR: Maintaining an Ethical Workplace

HRM and Knowledge Management: Managing Knowledge Workers

Globalisation and the Future of Work

Overview of the module

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

**Teaching and learning methods:** The module is organised thematically. The module begins by revisiting key HR practices and then introduces the concept of managing HRM against a background of contemporary change. From week 4 onwards, students are encouraged to focus on a significant challenge for the HR function. The flipped classroom delivery is intended to maximise the use of peer-led learning and students will be supported to work in groups within the classroom. The skills sessions will enable students to develop and practice further specific people management skills based around managing people within changing environments.

Scheduled learning includes 12 x seminars/ workshops (3 hours).

Independent learning includes around 114 hours engaged with essential reading and seminar preparation, use of online discussion forums to support VLA delivery, as well as assignment research and preparation and completion.

The module will typically be studied on a day release basis, although employer preference may dictate a different delivery pattern. Contact time per module will equate to 3 hours per week over a 12 week teaching block.

There is a focus on flipped delivery supported by technology, here the delivery of core theoretical concepts moves from the classroom into the online space and face to face sessions focus on collaborative learning, sense making and sharing of experiences. Post session (face to face) online activities help the student to apply their learning to the context of their organisation and personal and professional development.

Typically, module delivery will be based on a flipped classroom delivery followed up by 3 hours of scheduled learning activities per teaching week:

A weekly ninety minute seminar for the discussion and application of core syllabus concepts presented via the virtual learning environment (VLE) in advance of the session.

A weekly ninety minute workshop to develop and practice HR skills, including interviewing and managing performance.

**Module Learning outcomes:**

**MO1** Explain and critically evaluate contemporary developments in organisations and analyse the repercussions of these issues on HR decision-making

**MO2** Identify the principal components within the role of the line manager and the key challenges that they face

**MO3** Develop a global outlook on organisations and the management of diverse groups of employees

**MO4** Demonstrate a critical understand the ethical implications of business and demonstrate awareness of the role of the HR function in maintaining ethical standards at work

**MO5** Explain HR strategies within own organisation and critically evaluate their effectiveness within their own workplace

**MO6** Demonstrate a systematic understanding of good practice and effective competence in a range of people management and employability skills including interview, conducting performance appraisals and handling workplace grievance

**MO7** Demonstrate team-working skills, including delegation, monitoring of progress and managing conflict

**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:** The assessment strategy adopted on this module is designed to assess the students' knowledge and critical understanding of a range of HR topics and to assess the benefits and limitations of different approaches in practice within their own organisations. Opportunities for formative and summative feedback are built into the module delivery. There are two components to the assessment:

Component A:

Reflection on students understanding of key concepts and processes in HRM and their utilisation in practice. This is Supported by an evidence portfolio of HR skills with which the learner can cross reference.

Component B:

Topic-based research report utilising both primary and secondary sources as appropriate, examining an HR issue within students' organizations.

**Assessment components:**

**Report - Component B (First Sit)**

Description: HR Research report (1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

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

**Portfolio - Component A (First Sit)**

Description: Reflection on HR practice evidenced by HR skills portfolio (1500 words)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

**Report - Component B (Resit)**

Description: HR research report (1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested:

**Examination (Online) - Component A (Resit)**

Description: Online Examination 24 hours allowed (exam answer should be approx. 1500 words in length)

Reflection on HR practice and HR skills.

Exam question follows the main sit portfolio task in its focus on practice and skills.

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested:

**Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Leadership and Management Practice {Apprenticeship-UWE}

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