

MODULE DESCRIPTOR

MODULE TITLE	Evaluating Human Resource Management		
MODULE CODE	HR3024	CREDIT VALUE	20 CREDITS/ 10 ECTS
SCHOOL	SCHOOL OF BUSINESS AND MANAGEMENT		

MODULE AIMS

Human Resource Management is an evolving and changing concept. The aim of this module is to provide a general critical introduction to the key areas of debate within the context of conceptual and theoretical frameworks informed by management theory, organisational sociology and psychology. It aims to encourage students to undertake a reflexive analysis of HRM and to question the claims, rationales and practices with which HRM is associated. The module will build on the underpinning knowledge of human resource management gained on module HR2050 or an equivalent module completed.

MODULE CONTENT

The module establishes the conceptual and theoretical framework against which the claims of HRM will be assessed. It provides students with an understanding of the development of HRM as an approach to labour management set within an international economic, social and political context.

Topics can include:

- Theoretical and practical development of HRM
- The origins of HRM
- The Employment Relationship and the Labour Process

The module also builds upon the critical and reflexive framework established in section one to explore in detail key elements of the HRM agenda and examine the evidence for the claims made for HR interventions.

Topics can include:

- HRM & managing Corporate Culture
- HRM & Commitment - the High-Performance Workplace
- Employment engagement
- HRM & the Management of 'Knowledge'
- Current trends in HRM (these may include dealing with migration, lean working, the impact of financialisation, people management in SMEs and in the public sector)

Topics will be chosen to reflect current trends within the world of employment.

INTENDED LEARNING OUTCOMES

On successful completion of this module a student will be able to:

1. Critically evaluate the development and spread of HRM in relation to aspects of continuity and change within organisations and the wider economic and social environment
2. Assess the evidence for the effectiveness of human resource practices and strategies.
3. Analyse the relations between human resource practices and strategies and theoretical frameworks on the employment relationship and the labour process.
4. Critically reflect on how specialist knowledge gained on the module can be applied in the contemporary workplace

TEACHING METHODS

The module is taught on the basis of a weekly workshop of two hours consisting of lectures and student discussions. The lectures are used to help students assimilate and consolidate their specialist knowledge. The group discussions will allow students to critically evaluate HRM using both theory and practice. The discussion will normally be based around academic papers, practitioner research and will allow students the opportunity to research an issue in detail before attending the class. The material chosen for discussion will help to reinforce underpinning specialist knowledge.

ASSESSMENT METHODS

This module is assessed through two essays (2x50%).