

MODULE DESCRIPTOR

MODULE TITLE	Human Resource Management		
MODULE CODE	HR4006 (L7)	CREDIT VALUE	10 Credits / 5 ECTS
SCHOOL	SCHOOL OF BUSINESS AND MANAGEMENT		

MODULE AIMS

The overall aim of the module is to demonstrate the strategic importance to organizations of the management of human resources through exploration of key contemporary issues.

MODULE CONTENT

The indicative syllabus will include, but not necessarily be limited to the following.

- Key themes in HRM
- Strategy and Performance
- Work Organisation
- Employee Resourcing
- Organisational Development and Change
- Performance Management Systems and Reward
- Employee Engagement
- Role of the Line Manager and HR
- Challenges in HRM (Knowledge Workers, IHRM)
- Contemporary Issues in HRM

INTENDED LEARNING OUTCOMES

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

1. Critically evaluate a range of theories and concepts related to human resource management.
2. Critically review the importance of context for organisations, including legal systems, ethical, economic, environmental, social and technological change issues, international developments and key trends.
3. Apply HR theory and assess the role of human resources into the strategic thinking, direction setting, planning and operation of the organisation.

TEACHING METHODS

ONLINE DELIVERY

Learning will take a problem based approach whereby the curriculum focus on a critical, enquiry based approach to learning. This is one of the most important and significant innovations to education and provides a better opportunity to meet students' needs as well as respond to the environmental changes which accompany Higher Education institutions.

A wide range of teaching and learning methods will be used and these will necessarily involve a number of different activities. These will include:

- Short online lectures (including recommended reading to introduce models and concepts relevant to learning outcomes).
- Live online seminars (using group activities to facilitate critical analysis and live on-line discussion plus discussion board contribution to encourage shared learning).
- Case studies (both videos and exercises/scenarios to enable students to apply their learning to real life situations and to aid their assignment skills).

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- Weekly online learning packages (using reflective questions and thinking points, together with guided reading, facts sheets, podcasts and video clips).

There will be three formal, live on-line class seminar sessions of 2 hours each.

Students will study from specially written materials, have tutor support (via online discussion and email) and interact substantially with other students.

The use of group work to allow individuals to learn from each other, and to share best practice. There will also be the opportunity to participate in small group work to practice essential skills such as communication, team working and argumentation as a way to feedback group work and discussion.

The assessment will be in two parts; firstly a workplace based report in which the student will identify one contemporary theme in their own organisations and investigate it in relation to human resource management and secondly a small group assignment based on a current theme that will be developed online.

The assessment will be fully explored in the live seminar sessions.

ASSESSMENT METHODS

This module is assessed through a Workplace report for Taught delivery and online small group discussion and a written examination for Online delivery.