

MODULE DESCRIPTOR

MODULE TITLE	Managing Personnel and Human Resources		
MODULE CODE	HR2050	CREDIT VALUE	20 credits / 10 ECTS
SCHOOL	SCHOOL OF BUSINESS AND MANAGEMENT		

MODULE AIMS

The module will:

- enable the student to develop an understanding of the key theories and concepts of human resource management;
- provide the underpinning knowledge and understanding of the key practices associated with the deployment and management of people at work

MODULE CONTENT

The module will cover a range of theoretical and practical issues relating to the management of people at work.

The module will include the origins of human resource management and the key theories associated with HRM. It will also introduce to the students to strategic HRM.

The module will explore the roles and responsibilities of those involved in HRM, both including the role of line managers and HR professionals and practitioners.

The module will critically examine key workplace activities and practices including recruitment and selection, talent management, performance and reward, managing diversity, learning and development and employee voice.

INTENDED LEARNING OUTCOMES

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

1. Identify and explain the key theories associated with HRM
2. Understand and evaluate the application of activities and practices involved in people management within organisations
3. Analyse the role of line managers and HR professionals in the application and deployment of Human Resource Management tools and practices.
4. Identify and utilise appropriate people management tools and techniques in a number of key people management areas

TEACHING METHODS

In order to develop the students' understanding of the complexities of managing people at work, the module combines lectures with seminars giving students opportunities to develop their academic knowledge of human resource management with practical skills that prepare them for employment. These skills will typically involve working in groups, communicating complex ideas and negotiation with others.

In addition to being involved in the practical utilisation of the skills, students will also be required to reflect on their role and performance and assess any further development that they might need.

The module is intended to develop students' skills in problem solving, oral, written and visual communication skills, reflection, team working, understanding of and skills related to human resource management and to develop graduate attributes essential to employability. The module will reflect the

distinctive needs of the different cohorts of students by using material related to their future employment

In addition to the subject specific knowledge human resource management, students will have the opportunity to develop a set of key transferrable skills including effective communication skills, analytical & critical thinking, effective team working and time-management skills and ultimately to contribute to personal development and employability.

ASSESSMENT METHODS

This module is assessed through an essay (40%) and a Seen case study analysis (60%).