

MODULE DESCRIPTOR

MODULE TITLE	Managing People		
MODULE CODE	HR4005	CREDIT VALUE	10 / 5 ECTS
SCHOOL	SCHOOL OF BUSINESS AND MANAGEMENT		

MODULE AIMS

The aim of the module is to provide students with an understanding of Managing People within contemporary organisations. This module provides the knowledge required to develop an in depth understanding of Human Resource Management (HRM), regarding the nature of this crucial strategic tool and how it operates in organisations.

MODULE CONTENT

The module will examine the origins of HRM, HRM as a managerial discipline and models of HRM. The module will also study contemporary themes in HRM practice from such areas as HR planning, talent management and issues of diversity and equality. The module will examine HRM theory and practice in the context of contemporary organizations addressing such issues as knowledge management and managing creativity. The module will allow the students to conceptualise trends and issues from their existing work experience and enable the students to apply theory and practice within future employment.

INTENDED LEARNING OUTCOMES

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

1. Analyse and critically evaluate the nature and characteristics of HRM
2. Identify appropriate people management strategies, procedures and tools for achieving competitive advantage in the workplace.
3. Develop an awareness of the discipline's key concepts.
4. Reflect on and evaluate the wider organizational implications and contributions of HRM in practice

TEACHING METHODS

Students are introduced to the contemporary debates, theories and concepts which underpin HRM and the employment relationship within the wider business context. Emphasis is placed on understanding how HRM relates to strategic business decision-making and its implications in the workplace. It also demonstrates the importance people management plays in achieving competitive advantage in an increasingly complex and globalised business environment. In order to stimulate learning and support understanding, the module is structured to provide opportunities for questioning, debate and critique as students will draw upon their own professional experiences and those of their fellow students.

The module is delivered in a classroom setting, and is supported by a virtual learning environment which will support students' independent learning. The teaching will be split between lecture-style delivery and seminar work. The lectures will present the main themes and concepts to the students, including a critical examination of a range of perspectives in order to prepare them for the assessment. To support this, seminar style workshops will be delivered within the taught sessions (a 1hr lecture will be followed by a 1hr practical seminar/workshop) in which students will have an opportunity through directed learning, to engage in some of the critical perspectives introduced in the lecture, and the practical application of the themes. This will be facilitated through case studies, group discussions and where appropriate class debates.

The assessment will take the form of an individual essay, where students will be asked to identify a HRM-related issue within a business organisation and discuss these implications in relation to HRM

theory and literature. In order to do this, students will be encouraged to identify specific organisations to base their assessment on, and will be given help with this. The assessed essay will be regularly discussed within the lectures and students will be guided to further reading from the academic and practitioner press. In this way, in addition to acquiring knowledge, students will be learn to discriminate between different sources of material and be able to form appropriate judgements on applicability in particular contexts. Students will also be expected to source their own material and will be given the tools to achieve this.

A number of employability and entrepreneurial skills and behaviours are developed by this module including:- Professional (curious, strategy insights and solutions); Thinking and research (research skills, creative thinking); Personal development (independent working, efficacy); Reflection and learning (metacognition – knowledge strategies for learning, continued learning supported); Communication (articulation, business case and report; written communication); Applied skills (IT skills, working with collaboration, problem solving, customer awareness).

ASSESSMENT METHODS

This module is assessed through an individual essay.