

MODULE DESCRIPTOR

MODULE TITLE	STRATEGIC HUMAN RESOURCE DEVELOPMENT		
MODULE CODE	HR4203 (L7)	CREDIT VALUE	40 UK CREDITS / <u>20 ECTS</u>
SCHOOL	SCHOOL OF BUSINESS AND MANAGEMENT		

MODULE AIMS

This module aims to:

- develop students' knowledge and understanding of the role of Human Resource Development within organisations by making links to corporate strategy.
- demonstrate that to achieve competitive advantage, what differentiates one organisation from another is the people within the organisation. encourage students to consider the aims of human resource development at a strategic level and from the differing perspectives of members of the employment relationship.

MODULE CONTENT

Indicative syllabus content:

Strategic HRD making links to corporate strategy

Exploring Strategic HRD (SHRD) key models and frameworks, making the links to corporate strategy

Examine the factors that affect the design of strategic HRD in a digital age

Employment relationships and SHRD

Organizational design and learning

Building a high-performance culture

Ensuring a consistent and positive working experience

The Learning Organisation

HRD at community and society level

HRD and corporate social responsibility

Ethical principles affecting HRD

HRD's role in developing communities and society

Learning theory and principles

The skills and techniques needed to identify HRD needs

Learning theories to understand how employees learn

The principles associated with andragogy or adult learning

The role of critical reflection in Learning

Equality and Diversity

The role of diversity issues and its importance within HRD

The barriers faced by minority groups in the workplace and how these can be overcome

The ways in which organisations can embrace diversity in the workplace

Leadership and Management development

Understand the meanings of and approaches to leadership and management

The strategic approach to leadership and management development

Key models of leadership and management development

Learning, talent management and analytical literacy

Approaches to and methods of talent management and career development

The role of succession planning

Consider the role of analytics in talent management

Assessing ROI/ROE

Monitoring the impact of interventions

Understanding of models and theories for evaluation of HRD

The role of technology/AI in supporting learning design and delivery

How AI is shaping learning

The role of eLearning

Using technology innovatively to combine content and learning processes

INTENDED LEARNING OUTCOMES

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

1. Critically evaluate the theory and practice of strategic HRD and its place in contemporary organisations
 2. Analyse the role of leaders in the management of performance in organisations
 3. Critically assess key learning principles and the contribution of eLearning within HRD practice
 4. Examine the role of HRD in developing communities and society
 5. Describe and assess the role of HRD in facilitating diversity in organisations
 6. Identify the development implications flowing from leadership theories, talent management and career development
 7. Apply the evaluation process in ontological and epistemological terms
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TEACHING METHODS

Sessions will comprise of an appropriate blend of tutor input and student input/activity. Tutor input will typically present relevant theory and conceptual frameworks along with reviews of appropriate literature. Student input/activity are via small group discussion and workshop type activities to maximise learning opportunities and the opportunity to apply knowledge to enhance students' understanding. Small group discussion will be facilitated to encourage application of such material to a given scenario. Where possible comparisons will be made to students' own experience of workplace learning and development activity and to promote critical analysis of key issues. Plenary sessions will draw together the views of the small groups. Students are encouraged to reflect on the activity they have been involved in and record their learning and consider how they might apply this in the future. In addition, where relevant, case studies, documentary and video material will be used to enhance the learning process.

ASSESSMENT METHODS

This module is assessed through one Examination and one Group Portfolio.