

MODULE DESCRIPTOR

MODULE TITLE	STRATEGIC HRM FUTURES		
MODULE CODE	HR4206 (L7)	CREDIT VALUE	40 UK CREDITS / <u>20 ECTS</u>
SCHOOL	SCHOOL OF BUSINESS AND MANAGEMENT		

MODULE AIMS

This module aims to provide learners with an understanding of how Human Resource Management strategy (HRM) can respond to trends and emerging themes within the context of strategic HRM and change within organisations.

MODULE CONTENT

Indicative syllabus content:

HRM workforce planning and Strategy

Change management

The Healthy Workplace (to include)

- Diversity and Inclusion
- ER
- Wellbeing
- Organisational (culture/climate)
- Sustainability
- Agile workforce

Employment Relations

Employment Law

Future of Work

Technology Innovations including

- Artificial Intelligence
- Robotics
- Data Analytics

Managing change

Job evaluation/work systems

INTENDED LEARNING OUTCOMES

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

1. Evaluate how HRM strategy can identify and respond to global trends and challenges.
2. Critically evaluate the extent workforce planning can play in responding to emerging trends when managing people, performance and stakeholder value.
3. Evaluate the national and global HRM trends are shaping strategic change within organisations.
4. Appraise how organisational change can be formulated, implemented and evaluated.
5. Critically analyse how employment regulations and law influence the practice of the HRM practitioner.
6. Critically evaluate the extent in which organisational strategy can use technology and data insight to influence effective people management.

TEACHING METHODS

Lectures and interactive workshop sessions will support students to gain knowledge and expertise around the emerging trends that may impact organisational strategy and HRM operations, policy and practice. In the second part of the module students will consider several emerging trends in greater detail and consider the impact of these trends on the HRM practitioner.

Students will be encouraged through tutor input and class-based workshops to apply strategic models to real-life organisations and make judgements on strategic direction and effectiveness. The workshops are designed to support digital materials and the processes that students will be engaged in focussing on the key elements of the module and reflect on digital content.

ASSESSMENT METHODS

This module is assessed through one Examination and one Portfolio.