

Study Abroad Programme

The module description below is from the 2019/20 academic year and is subject to change, and for the use of study abroad students only.

Module name	Human Resource Management
Module code	BM2103
School	Cass Business School
Department or equivalent	Undergraduate Programme
UK credits	15
ECTS	7.5
Level	5

MODULE SUMMARY

Module outline and aims

The aim of this module is to provide an evidence-based understanding of a range of key human resource management practices. We will cover human resource planning, people resourcing and development, reward and performance management, and other contemporary issues in HRM. You will learn how these practices affect the ability, motivation and opportunities to contribute that employees have to help improve organisational performance.

Studying key aspects of human resource management you will acquire coherent and detailed knowledge informed by research findings, and an ability to select established techniques to address organisational problems. Considering advanced scholarship you will develop an appreciation of the extent to which key practices may affect employee attitudes and behaviours, and help improve organisational performance. This involves making use of scholarly reviews and primary sources such as refereed research articles. A systematic understanding of knowledge will help you develop a critical awareness of current human resource management problems facing business together with a practical understanding of how these problems may be addressed.

Content outline

The module focuses on key human resource management practices in the following areas.

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- *The Aims and Context of Human Resource Management*
- *Strategic HR Planning*
- *Employee Resourcing*
- *Training and Development*
- *Reward Management*
- *Performance Management and Appraisal*
- *Equality and Diversity*
- *Work-life Balance*

To enhance your learning experience modules are designed to reflect contemporary issues in the business and financial world. As such, a degree of flexibility is expected in the exact content in terms of scope and coverage to ensure relevance to current circumstances.

Pre-requisites

None

WHAT WILL I BE EXPECTED TO ACHIEVE?

On successful completion of this module, you will be expected to be able to demonstrate the following knowledge and understanding, to have developed appropriate skills, and to reflect on your values and attitudes.

Knowledge and understanding:

- Demonstrate knowledge and understanding of key concepts in human resource management
- Appraise key arguments within the literature regarding the effectiveness of human resource management practices
- Compare and evaluate research findings

Skills:

- Assess appropriate research and estimate the likely impact of different practices
- Judge appropriate human resource management responses to organisational problems
- Explain the practical impacts of different HR policy choices

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Values and attitudes:

- Identify the underlying values associated with different HR theories and practices
- Evaluate the impact of HR practices on organisational efficiency, voice and fairness
- Demonstrate an appreciation of ethical issues as they relate to both the subject matter and the wider business world.

HOW WILL I LEARN?

A variety of learning and teaching methods will be used in this course.

Lectures are used to introduce context, concepts and techniques illustrated with practical and current examples. You will also have the opportunity to participate in class discussions and work through examples and exercises with the support of the lecturer. It is strongly recommended that you attend ALL lectures.

Key learning and teaching resources will be put on the module website on Moodle.

In the independent study time you are encouraged to read widely and in depth around particular topics in preparation for lectures. You may also spend time working through sample exercises and questions. In addition you will be preparing and undertaking your coursework assignments and preparing for your final examination.

Teaching pattern:

Teaching component	Teaching type	Contact hours (scheduled)	Self-directed study hours (independent)	Placement hours	Total student learning hours
Lecture	Lecture	22	128		150

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Totals		22	128		150
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WHAT TYPES OF ASSESSMENT AND FEEDBACK CAN I EXPECT?

Assessments

This module is assessed by Coursework and Examination.

At the end of the module you will sit one final 135 minute exam during the University exam period.

Assessment pattern:

Assessment component	Assessment type	Weighting	Minimum qualifying mark	Pass/Fail?
Coursework	Written coursework	25%	40*	N/A
Coursework	Quizzes	15%	40*	N/A
Final Exam	Written exam	60%	40	N/A

*the coursework must be passed with an aggregate mark of 40

Assessment criteria

Assessment Criteria and Grade-Related Criteria for module assessments will be made available to you prior to an assessment taking place. More information will be available in the UG Assessment Handbook and from the module leader.

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Feedback on assessment

Following an assessment, you will be given your marks and feedback in line with the University's Assessment Regulations and Policy. More information on the timing and type of feedback that will be provided for each assessment will be available from the module leader.

Assessment Regulations

The Pass mark for the module is 40%. Any minimum qualifying marks for specific assessments are listed in the table above. The weighting of the different components can also be found above. The Programme Specification contains information on what happens if you fail an assessment component or the module.

INDICATIVE READING LIST

Bratton, J. and Gold, J. (2012). *Human Resource Management: Theory and Practice*. 5th Edition Basingstoke: Palgrave Macmillan.

Breaugh, J. A. & Starke, M. (2000) 'Research on employee recruitment: so many studies, so many remaining questions'. *Journal of Management*, 26(3): 405-434.

Brown, M. & Lim, V.S. (2010) 'Understanding performance management and appraisal: supervisory and employee perspectives'. In Wilkinson, A., Bacon, N., Redman, T., & Snell, S. (eds) *The Sage Handbook of Human Resource Management*. London, pp. 191-209.

Cappelli, P. and Keller, J.R. (2014) 'Talent Management: Conceptual Approaches and Practical Challenges'. *Annual Review of Organizational Psychology and Organizational Behaviour*, Vol. 1: 305-331.



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Walsh, J. (2010) 'Working time and work life balance'. In Wilkinson, A., Bacon, N., Redman, T. & Snell, S. (eds) *The Sage Handbook of Human Resource Management*. London, pp. 490-506.

Wilton N (2016) *An Introduction to Human Resource Management*. 3rd Edition. London: Sage

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