

Module Code:	BUS574
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Module Title:	Contemporary Human Resource Management
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Level:	5	Credit Value:	20
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Cost Centre(s):	GAMG	<u>JACS3</u> code:	N212
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School:	Social & Life Sciences	Module Leader:	Karen Hynes
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Scheduled learning and teaching hours	30 hrs
Guided independent study	170 hrs
Placement	0 hrs
Module duration (total hours)	200 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
BA (Hons) Human Resource Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Pre-requisites
None

Office use only

Initial approval: 29/06/2018
 With effect from: 01/09/2019
 Date and details of revision:

Version no:1

Version no:

Module Aims

The main aim of this module is to provide students with an understanding of current HRM practices and employment issues, and of the contribution of HRM to business strategy and practice. This module helps student to understand the complexities of organisational functioning and issues facing contemporary workplaces and in particular behavioural issues that occur within organisations. Students will also learn how to support organisation to manage and elicit the best from their people.

Intended Learning Outcomes

Key skills for employability

KS1	Written, oral and media communication skills
KS2	Leadership, team working and networking skills
KS3	Opportunity, creativity and problem solving skills
KS4	Information technology skills and digital literacy
KS5	Information management skills
KS6	Research skills
KS7	Intercultural and sustainability skills
KS8	Career management skills
KS9	Learning to learn (managing personal and professional development, self-management)
KS10	Numeracy

At the end of this module, students will be able to

Key Skills

At the end of this module, students will be able to		Key Skills	
1	Critically assess the main theoretical models of HRM and evaluate their practical application in contemporary organisations.	KS1	KS5
		KS2	KS6
		KS3	
2	Discuss and appraise the impact of the key concepts, theories and models.	KS1	KS5
		KS2	KS6
		KS3	
3	Explain the links between business strategy and HRM strategy	KS1	KS5
		KS2	KS6
		KS3	
4	Identify HR strategies, policies & practice appropriate to the needs of different situations	KS1	KS5
		KS2	KS6
		KS3	
5	Identify and discuss possible future HR trends in the workplace	KS1	KS5
		KS2	KS6
		KS3	

Derogations

None

Assessment:**Indicative Assessment Tasks:**

Assessment 1 requests students to undertake a piece of research into relevant issues within HRM in contemporary organisation.

Assessment 2 requests students to undertake a piece of research into relevant issues within business strategy and HR strategy.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1,2.	Essay	50%		2000
2	3,4,5	Essay	50%		2000

Learning and Teaching Strategies:

According to the learning outcomes, lectures will allow concepts, theories and principles to be outlined. Tutorials and activity-based sessions will provide further use of real world business examples in applying relevant concepts, theories and principles into practice. In addition, students will be encouraged to undertake self-directed study and further research on selected topics to acquire additional perspectives which will provide them with a deeper understanding of the topics covered.

Syllabus outline:

1. Brief History and Development of Modern HR Management
2. Main theoretical models of HRM
3. The employment relationship and HRM
4. Current HRM issues affecting organizational Performance
5. Ethics, CSR (Corporate Social Responsibility) & HRM
6. Application of contemporary HRM policies in different functional area
7. The link between business strategy and HRM strategy
8. Future HR trends in the workplace

Indicative Bibliography:**Essential reading**

Dickmann, M., Brewster, C. and Sparrow, P. (2016). International human resource management, 3rd. edition, Routledge.

Other indicative reading

Decenzo and Robbins (2016), The Fundamentals of HRM, Wiley

Textbooks: Beardwell, J. and Claydon, T. (2010) Human resource management. A contemporary approach, 6th edition, Prentice Hall.

Redman, T. and Wilkinson, A. (2013) Contemporary human resource management: text and cases, 4th edition, Pearson.

Journals:

Cross Cultural Management: An International Journal

Employee Relations

Journal of Human Resource Management

People Management

Personnel Review

Websites

www.managers.org.uk