

Module Code:	BUS582
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Module Title:	HRM for Business
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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) Business	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BA (Hons) Accounting and Finance	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BSc (Hons) Financial Technology Management	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BA (Hons) Hospitality, Tourism & Event Management	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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: 24/09/2018
 Date and details of revision:

Version no:1

Version no:

Module Aims

By the end of this module, students will appreciate the relationship between key HRM activities and organisational success at strategic, departmental and team levels.

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	Evaluate the role of HRM in modern business organisations	KS1	KS2
2	Identify the specialisms within an effective HR Department	KS9	KS1
3	Analyse the impact of HRM activity within organisations	KS3	KS7
		KS5	
4	Assess the extent to which HR activity develops organisational success	KS4	KS5
		KS6	KS8
		KS10	KS3

Derogations

None

Assessment:

Indicative Assessment Tasks:

Undertake a case study of a well-known organisation of your choice in the public domain. Evaluate the strengths and weaknesses of their HRM department, linking academic theory to current practice.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1,2,3,4	Case Study	100		4000

Learning and Teaching Strategies:

Through Lectures and seminar activities, students will be exposed to a variety of types of HRM in different contemporary organisations and will be expected to compare and contrast their relative benefits and weaknesses.

The specialisms within the HRM team will also be evaluated and students will have an understanding of the concept of “best fit” for different organisations.

Through this theoretical frame work, students will then be able to appreciate the possibilities and choices that organisations can make to enable the HRM team to support the organisation’s strategic aims.

Syllabus outline:

1. CIPD Map (specialist skills within HRM)
2. HRM Behaviours
3. Organisational Strategy and the links to HRM practice
4. Input- Outcome theory and practice
5. Tools to support the evaluation of success in organisations

Indicative Bibliography:
Essential reading
Armstrong and Taylor (2017), HRM for Business: Armstrong's Handbook of HRM Practice, CIPD Kogan Page
Other indicative reading
Decenzo and Robbins (2016), The Fundamentals of HRM, Wiley Mabey and Storey (2014), Human Resource Management, Blackwell Websites www.managers.org.uk