Module specification

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Module code	BUS7B69
Module title	Contemporary Human Resource Management
Level	7
Credit value	30
Faculty	Glyndŵr University: Faculty of Social and Life Sciences Bloomsbury Institute: School of Business and Accounting
Module Leader	Sarah Bashir Malik
HECoS Code	100078
Cost Code	GAMG

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MSc Management	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	33 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	**33** hrs
Placement / work based learning	0 hrs
Guided independent study	267 hrs
Module duration (total hours)	300 hrs

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Initial approval date	8 April 2022
With effect from date	June 2022
Date and details of revision	

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Version number	1

Module aims

The progressive globalisation of business is forcing managers of businesses to grapple with complex issues as they seek to gain or sustain competitive advantage. Today nations and businesses are faced with unprecedented levels of global competition and increasing national and cross border legislation. These developments are placing an increasing burden on the human resources function which is required to implement an international or global staffing strategy.

This module will provide students an opportunity to appraise, assess, critically evaluate and explore the strategic role of human resource management in a global, and ever-changing, context. Students will learn about contemporary issues and developments which affect people practices and will consider solutions/adaptations which organisations need to implement in response to these developments. This module will also provide students an opportunity to reflect on the various skills and behaviours displayed by effective HR and people development practitioners.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Critically analyse and evaluate the role and impact of strategic human resource management on organisations, business performance and the achievement of long-term business goals and outcomes.
2	Critically analyse contemporary issues and trends in people practices.
3	Generate, justify and critically evaluate solutions for operational and strategic HRM issues facing contemporary organisations.
4	Critically analyse and reflect on the traits, skills and behaviours of effective HR and people development practitioners and leaders.

Assessment

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Indicative Assessment 1: Will take the form of a portfolio (3,000 words equivalence), divided into several tasks that could take one or more of the following formats: written responses to tasks (500-1,500 words), responses recorded in audio or video format (10-15 minutes), case studies (1,000-1,500 words), discussion forum (10-15 minutes) and reflective tasks (500-1,500 words).

Indicative Assessment 2: Will take the form of a project which will contain a presentation (case study analysis) and a reflective account (3,000 words equivalence).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)

1	1, 2	Portfolio	50%
2	3, 4	Project	50%

Derogations

None

Learning and Teaching Strategies

The module will be completed over one term.

Students will undertake 2-weeks of pre-reading and online activities.

The module is taught through lectures, seminars and workshops.

Lectures provide a broad outline structure for each topic to be covered. Lectures offer a good way of covering a lot of information and, more importantly, of conveying ideas to many people at once.

Seminars enable students to undertake directed self-study and to answer questions and solve problems which are set by the lecturer. Students will present their answers and solutions within the seminar group. Seminars enable students to explore further the topics introduced in the lectures.

Workshops follow on from lectures and seminars. They are designed to enable students to work within a small group to perform set tasks (e.g. working on an exercise or case study). They reinforce proactive learning by providing opportunities for discussion and interaction.

The seminar/workshop groups are small, thereby enabling students to develop a deep understanding.

Student digital literacies are developed on this module through the use of:

- Online libraries and databases for gaining access to full-text journal articles and eBooks.
- Communication means provided through the VLE and learning technology applications.
- Online group-work, for planning, developing, improving, submitting and reflecting on collaborative work completed as part of the module.
- Assessment and feedback tools such as Multiple Choice Tests/Quizzes, Turnitin and the VLE's Gradebook – enabling timely and detailed feedback on student work.
- Web-based Office 365.

Indicative Syllabus Outline

- The strategic role of human resource function
- The global context of strategic human resource management
- Operational HRM vs Strategic HRM
- The management of International Human Resource practices in multinational companies
- Exploiting innovation and technology in human resources

- Contemporary issues and trends in people practice (e.g. global workforce, ethical perspectives of people practice, the changing nature of work, the changing character of the workforce, employee relations, adapting to innovation, disruptive technologies, sustainability, trends in L&D)
- Strategic approaches to mental health and wellbeing
- Solving business problems using people analytics
- The CIPD Profession Map
- Skills and behaviours for HR and people development practitioners and leaders

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

- Bailey, C., Mankin, D., Kelliher C., Garavan, T. (2018) *Strategic Human Resource Management.* Oxford University Press, Oxford.
- Cheese, P., (2021) *The New World of Work. Shaping a Future that Helps People, Organizations and Our Societies to Thrive.* Kogan Page, London.
- Beaven, K. (2019) *Strategic Human Resource Management An HR Professional's Toolkit.* Kogan Page, London.

Other indicative reading

- Cooper, C. and Hesketh, I. (2019). *Wellbeing at Work: How to Design, Implement and Evaluate an Effective Strategy*. Kogan Page/CIPD, London.
- Taylor, M. (2017) *Good Work: The Taylor Review of Modern Working Practices.* Assets publishing service.gov.uk.
- Taylor, S., Perkins, G. (2021) *Work and Employment in a Changing Business Environment.* Kogan Page/CIPD, London.

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes
Engaged
Enterprising
Creative
Ethical

Key Attitudes
Commitment
Curiosity

Resilience
Confidence
Adaptability

Practical Skillsets
Digital Fluency
Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication