

MODULE SPECIFICATION PROFORMA

<b>Module Title:</b>	Advanced Human Resources Management	<b>Level:</b>	7	<b>Credit Value:</b>	20
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<b>Module code:</b>	BUSI705	<b>Is this a new module?</b>	YES	<b>Code of module being replaced:</b>	n/a
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<b>Cost Centre:</b>	GAMP	<b>JACS3 code:</b>	N215
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<b>Trimester(s) in which to be offered:</b>	1, 2	<b>With effect from:</b>	September 16
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<b>School:</b>	Business	<b>Module Leader:</b>	Karen Hynes
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Scheduled learning and teaching hours	33 hrs
Guided independent study	167 hrs
Placement	0 hrs
<b>Module duration (total hours)</b>	200 hrs

<b>Programme(s) in which to be offered</b>	Core	Option
MBus Business	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

<b>Pre-requisites:</b> None

Office use only

Initial approval August 16

APSC approval of modification *Enter date of approval*

Have any derogations received SQC approval?

Version 1

N/A

**Module Aims**

To introduce and integrate the concept and practice of Human Resource Management into the structure and ongoing Operational Management of a contemporary organization

**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)

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	Present a critical insight into the contemporary arguments regarding the role and impact of HRM in modern (global) organisations	KS1	KS6, KS7
		KS4	KS8
		KS5	KS9
2	Critically analyse and define, the key HRM interventions which are currently essential to the organisation	KS1	KS4, KS5
		KS3	KS6, KS7
		KS8	KS9,
3	Design or redesign HRM structures and processes to meet the needs of Managers and Staff in the wider Organisation	KS1 - 9	
4	Analyse and evaluate the potential Return on Investment of these interventions	KS1	KS7
		KS4	KS9
		KS5, KS6	KS10

**Derogations**

None

**Assessment:**

Please give details of indicative assessment tasks below.

Assessment 1 provides students with the opportunity to demonstrate research skills and the ability to synthesise complex/competing information to inform sound, practical solutions/proposals.

Assessment 2 enables students to demonstrate their ability to propose clear courses of action and engage stakeholders in order to gain buy-in and commitment to that action.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1, 2	Report	50%		2,000
2	3, 4	Presentation	50%		2,000

**Learning and Teaching Strategies:**

Delivery of key contemporary theory and good practice from across the Globe will provide a sound foundation which will then enable students to explore individually selected, specific topics. Student led research will allow students to link theory to practice by integrating and grounding the relevant theory within an organisational context.

Students will be encouraged throughout to contribute and question as a means of developing critical skills and provide interaction. Tutorials will encourage the development of research skills and independent learning in a post-graduate study environment using case studies and, where possible, live examples to provide a theory into practice environment where evaluation and decision making are expected.

**Syllabus outline:**

Brief History and Development of Modern HR Management  
 Exploration of differences across National Boundaries  
 Opportunities and challenges presented by these differences  
 Component specialist skills and functions  
 Contemporary tensions between significant internal groups  
 Exploration of current research and practice linked to potential solutions

**Bibliography:**

**Essential reading**

Dickmann, M, Brewster, C and Sparrow, P. (2016). International Human Resource Management, 3<sup>rd</sup>. Edition. Routledge

**Other indicative reading**

Crawley, E, Swales, S and Walsh, D. (2013) Introduction to International Human Resource Management, Oxford University Press, Oxford.

Stahl, G.K, Bjorkman, I and Morris, S (2013) Handbook of Research in International Human Resource Management 2<sup>nd</sup> Edition, Edward Elgar

Thomas DC and Lazarova MB (2013) Essentials of international human resource management: Managing people globally. Sage Publications, London

**Journals**

Cross Cultural Management: An International Journal  
Employee Relations  
Journal of Human Resource Management  
People Management  
Personnel Review

**Websites:**

Chartered Institute of Personnel Development [www.cipd.co.uk](http://www.cipd.co.uk)  
expertHR