

Module Title:	Introduction to Human Resource Management	Level:	4	Credit Value:	20
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Module code:	BUS445	Is this a new module? Yes	Code of module being replaced:	N/A
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Cost Centre:	GAMG	JACS3 code:	N600
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Trimester(s) in which to be offered:	2	With effect from:	September 17
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School:	Business	Module Leader:	Karen Hynes
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Scheduled learning and teaching hours	30hrs
Guided independent study	170hrs
Placement	0hrs
Module duration (total hours)	200hrs

Programme(s) in which to be offered	Core	Option
BA (Hons) in Performance and People Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Pre-requisites
None

Office use only

Initial approval February 17

APSC approval of modification *Enter date of approval*

Version 1

Have any derogations received SQC approval?

N/A

Module Aims

This module aims to provide students with a foundation in the theory and practice of HRM. Students will learn the basic principles of HRM and link these to the practices of the wider business. This module also provides students with the opportunity to explore and analyze different approaches and techniques in HRM. By the end of the module students should understand the core theories and contemporary debates linked to HRM practice.

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

		Key Skills	
1	Describe the nature and scope of Human Resource Management (HRM) and its importance to the effective management of organisations.	KS1	KS6
		KS2	
		KS3	
2	Describe the basic functional areas of HRM within a range of organisational contexts.	KS1	KS6
		KS2	
		KS3	
3	Apply HR theories to HR practice and actively engage with debates of aspects of HR practice.	KS1	KS6
		KS2	KS4
		KS3	
4	Suggest appropriate theoretical and practical HR solutions to organisational problems	KS1	KS6
		KS2	
		KS3	

Transferable/key skills and other attributes

Derogations

N/A

Assessment:

Assessment - Students will analyse a presented case study to define areas of good HR practice and opportunities for development.

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:

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. The nature and purpose of the HR profession
2. Human Resource Management in a Business Context
3. Human Resource Strategy and Human Resource Advantage
4. Recruitment, performance appraisal and reward management
5. Learning and development
6. Motivation at work
7. Managing equality and diversity
8. Developing and sustain employee engagement
9. Health and Safety

Bibliography:

Essential reading

Textbooks:

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

- Foot, M. and Hook, C. (2011) *Introducing Human Resource Management*, 6th edition, FT Prentice Hall.
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- Beardwell, J. and Claydon, T. (2010) *Human Resource Management: A Contemporary Approach*, 6th edition, Harlow: Prentice Hall.

Other indicative reading

Textbooks:

Crawley, E., Swales, S. and Walsh, D. (2013) *Introduction to international human resource management*, Oxford: Oxford University Press.

Stahl, G.K, Bjorkman, I. and Morris, S. (2012) *Handbook of research in international human resource management*, 2nd Edition, Edward Elgar.

Thomas, D.C. and Lazarova, M.B. (2013) *Essentials of international human resource management: Managing people globally*, London: Sage Publications.

Journals

Employee Relations

Journal of Human Resource Management

Personnel Review

Website:

www.cipd.co.uk

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