

MODULE SPECIFICATION FORM

Module Title: People Resourcing	Level: 7	Credit Value 20
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Module code: BUS749 (if known)	Cost Centre: GAMP	JACS2 code*: N600
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Semester(s) in which to be offered: 1 or 2	With effect from: January 2015
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Office use only: To be completed by AQSU:	Date approved: September 2012 Date revised: January 2015 Version no: 2
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Existing/New: New	Title of module being replaced (if any):
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Originating Academic area: Management	Module Leader: Carrie Foster
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Module duration (contact hours/directed & private study) 200(33/167)	Status: core/option/elective (identify programme where appropriate): Core
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Percentage taught by Subjects other than originating Subject (please name other Subjects):
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Programme(s) in which to be offered: Core MBA (HRM) Option MBA and MSc	Pre-requisites per programme (between levels):	Co-requisites per programme (within a level):
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Module Aims:

To provide students with an understanding of the context, contribution, and good practice of people resourcing in organisations.

Expected Learning Outcomes

At the end of this module, students should be able to:

Knowledge and Understanding:

Students will be able to analyse and evaluate :-

1. The context and emerging trends in people resourcing
2. The evolution of the people resourcing function
3. The strategic contribution of people resourcing practices (Human resource planning, Talent management etc.)

Transferable/Key Skills and other attributes:

- Thinking critically and creatively: analysing, synthesising and critically appraising current and predicted changes in the external environment as they relate to attitudinal, behavioural, and skill requirements of employees.
- assessing and evaluate people-related factors that effect achievement of organisational success, within their own organisations and others.
- using information and knowledge effectively: challenging, authenticating and applying models to specific personal/team/ function and corporate scenarios. Identifying assumptions, evaluating statements, reviewing evidence, identifying values and generalising appropriately
- communicating effectively: listening using oral and written communication to convey complex ideas and arguments, using a range of media including business reports
- exhibiting personal effectiveness: critical awareness, self-reflection and self-management, sensitivity to diversity and ability to learn through reflection on practice and experience

Assessment: please indicate the type(s) of assessment (eg examination, oral, coursework, project) and the weighting of each (%). ***Details of indicative assessment tasks must be included.***

Assessments are designed to assess knowledge and understanding of key concepts and issues, to involve the exercise of critical judgement and to examine the student's capacity to integrate theory and practice.

Students are encouraged to review practice over a range of organisational contexts, showing awareness of their variety and will be expected to develop solutions to problems or answers

to questions within to their own or other organisations. Students should demonstrate awareness of current thinking, research or best practice in support of their arguments and that their solutions could be implemented within organisations.

Assessment 1 might involve researching People Resourcing approaches and presenting a poster

Assignment 2 might involve: identifying problems, evaluating and developing strategy , based on literature, research and best practice and the development of recommendations for improved effectiveness within an organisation or a case study

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

Learning and Teaching Strategies:

The teaching strategy involves a variety of approaches; There will be a core of formal lectures to introduce topics, concepts and models. This will be supported by interactive tutorials allowing discussion and exploration. Case studies, skills sessions and role plays will enhance the learning

Syllabus outline:

The context of people resourcing: the organisation, its strategic plan, design and development, flexibility, the changing psychological contract.

Human Resource Planning: Process /Techniques: the supply and demand model; internal and external determining factors, the labour market. Remedies for anticipated shortages or surpluses of staff.

Job analysis and design: Task analysis, competency frameworks, techniques for better designing jobs.

The strategic contribution of a range of People Resourcing practices within the contemporary business context such as:-

- Employment arrangements
- Talent management
- Recruitment
- Selection
- Performance Management
- Managing attendance
- Discharge from the organisation

Bibliography

(please submit in Harvard referencing format)

Essential reading:

Taylor, S, 2008 '**People Resourcing**'(4thedn.) London. CIPD

Armstrong M 2006 (10thedn) '**A handbook of Human Resource Management Practice**
London Kogan Page

Other indicative reading:

Torrington, Taylor & Hall, 2007(7th ed.) Human Resource Management, Prentice Hall

Clayton & Beardwell, 2007 (5th ed.) Human Resource Management, A contemporary approach Prentice Hall

Foot & Hook 2005 '**Introducing Human Resource Management**' Longman

Internet resources

www.Personneltoday.com

www.peoplemanagement.co.uk

www.cipd.co.uk

www.ft.com