Module specification

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Refer to the module guidance notes for completion of each section of the specification.

Module code	BUS7B31
Module title	HRM in Context
Level	7
Credit value	15
Faculty	SLS
Module Leader	Emma Taylor
HECoS Code	100085
Cost Code	GABP

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MBA	Core
MBA Human Resource Management	Core
MBA Marketing	Core

Pre-requisites

A first degree and appropriate work experience

Breakdown of module hours

Learning and teaching hours	15 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	**15** hrs
Placement / work based learning	0 hrs
Guided independent study	135 hrs
Module duration (total hours)	150 hrs

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Initial approval date	29/06/2021
With effect from date	01/07/2021
Date and details of revision	
Version number	1

Module aims

To enable students to independently explore and develop their skills and knowledge as a HRM practitioner via contemporary and constructive debates, using information and understanding of HRM across the strategic and operational business environment and related management functions. The aim of this module is to increase credibility in the field of HRM and develop frameworks to support and underpin the evolving nature of work that will integrate with other HR strategies and functions, and support human capital and business performance.

To develop analytical techniques and judgements based on theoretical models and contextual trends that impact on reward management across strategic business functions.

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

1	Critically analyse an organisation, and its approach to human resource management decision making in supporting long term business goals.
2	Discuss, evaluate and critically reflect the national and/or international market and competitive environments of organisations, and explain how organisational leaders interact with and respond to HR practitioners at operational and strategic level.
3	Critically evaluate how organisational and HR strategies are shaped and developed in response to internal and external environmental (STEEPLED/global and competitive) factors.

Assessment

Indicative Assessment Tasks:

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.

Assessment 1: A Poster Presentation will be used to discuss an organisation of their choices decision making process using a HRM model of your choice. It will investigate how HR decisions are utilised to support long-term business goals. (Word count 1000)

Assessment 2: Students will complete an essay on an organisation of their choice how HR practitioner and leaders assess and respond to national and international markets an operational and strategic level. They will also critically evaluate HR strategies (using a STEEPLE analysis). (Word count 2500)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1	Presentation	30
2	2, 3	Written Assignment	70

Derogations

None

Learning and Teaching Strategies

The learning and teaching strategy will consist of formal lectures to present theory, principles and practices which will form the foundation of the learning outcomes. Students will be encouraged to interact and contribute as a means of developing critical skills. Tutorials will be activity based using real world case studies and live examples to apply the theory into practice and develop their decision making and evaluating skills. 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.

Indicative Syllabus Outline

The principal internal and external environmental contexts within which HR operates
Management and business functions within a HR context
Evolving nature of the working environment
Leaders in organisations
HR strategy
HR frameworks

Indicative Bibliography:

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

Essential Reads

Farnham, D. (2015) Human Resource Management in context: Insights, Strategy and Solutions. (4th Edition) London: Chartered Institute of Personnel and Development.

Other indicative reading

Kew, J. and Stredwick, J. (2016) Human Resource Management in a Business Context (3rd Edition). London: Chartered Institute of Personnel and Development.

Armstrong, M. and Taylor, S. (2017) Armstrong's Handbook of Human Resource Management Practice (14th Edition). London: Kogan Page

Journals

Human Resource Management Journal
People Management - CIPD

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. Click here to read more about the Glyndwr Graduate attributes

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