Module specification

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

Module code	BUS7B35
Module title	Resourcing and Talent Management
Level	7
Credit value	15
Faculty	FSLS
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	Option
MBA Human Resources Management	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	135hrs
Module duration (total hours)	150 hrs

For office use only	
Initial approval date	08/09/2021
With effect from date	08/09/2021
Date and details of revision	
Version number	1

Module aims

To encourage students to independently explore and develop their skills and knowledge via contemporary debates and future developments of the strategic alignment, engagement and deployment of an organisation's workforce. Students will research the diverse contribution that such essential HR management practices will have on future business performance.
To develop analytical techniques and judgements based on theoretical models and contextual trends that impact on resourcing and talent management across strategic business functions.

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

1	Demonstrate critical awareness and justification of effective resourcing and talent management strategies (including work-force planning, learning and development, performance management or similar). based on an evaluation of national and international employment markets.
2	Develop and critically evaluate talent management and succession planning, and recruitment and retention strategies with a view to building long-term organisational performance.
3	Critically analyse the different ways in which employee turnover can impact on an organisation's ability to achieve its strategic goals, and demonstrate understanding and application of lawful and ethical people management processes within this field.

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: Case Study Report: Students will look at a case study of an organisation of their choice and critically review the resourcing and talent management strategies. They will then go on to look in more detail on the talent management, succession planning and recruitment and retention strategies that promote building long- term organisational performance. Underpinned by relevant theory and academic research. (2000 words)

Assessment 2: Presentation. Students will produce a presentation on how employee turnover can impact strategic goals in an organisation of their choice. Students will look at how people management processes of employee turnover are managed in a lawful and ethical way. (For example dismal & redundancy). Underpinned by relevant theory and academic research. (900 words)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1 , 2	Written Assignment	60
2	3	Presentation	40

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

- Strategic and operational HR aspects of recruitment, selection, management, retention and dismissal of employees
- Mobilisation of the workforce for organisational performance
- Models of resourcing and talent management strategy
- Analysis of key employment markets and future trends

Indicative Bibliography:

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

Essential Reads

Taylor, S. (2018) Resourcing and Talent Management. (7th edition). London: CIPD

Other indicative reading

Armstrong, M. and Taylor, S. (2017) *Armstrong's Handbook of Human Resource*

Management Practice. (14th Edition). London: Kogan Page

Berger, L., A. (2011) *The Talent Management Handbook: Creating A Sustainable Competitive Advantage By Selecting, Developing, And Promoting The Best People*. New York: McGraw-Hill

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
Critical Thinking
Communication