Module specification

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Module code	BUS7B48
Module title	HRM in Context
Level	7
Credit value	20
Faculty	Social and Life Sciences
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
MBA Finance	Core
MBA Project Management	Core
MBA Health Management	Core
MBA Entrepreneurship	Core
MBA Hospitality and Tourism Management	Core
MBA Big Data Analytics	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	20 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	**20** hrs
Placement / work based learning	0 hrs
Guided independent study	180 hrs
Module duration (total hours)	200 hrs

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Initial approval date	23/03/2022
With effect from date	01/09/2022
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.
4	Analyse the future trends that will change the way organisations operate, and critically discuss how these trends will impact strategically on the business environment within which HR professionals work.

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 presentation to be completed on an organisation of your choice. The presentation should critically analyse the organisation and its approach to decision-making to support long-term business goals. Students should provide some suggestions on how the organisation can improve with reference and application of relevant Human Resource Management theories. (20 minutes, 10 minutes questions).

Assessment 2:
Case study focussing on the analysis of national and international competitive market environments, and the internal and external factors (both now and in the future) that influence strategic developments within business and HR. (2500 words).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1	Presentation	30%
2	2, 3, 4	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

Bailey, C; Mankin, D; Kellier, C; Garavan, T. (2018), *Strategic Human Resource Management.* 2nd ed*.* Oxford: Oxford University Press.

 Other indicative reading

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

Henderson, I (2019), *Human Resource Management for MBA and Business Masters.* 3rd ed. *London: Kogan Page*

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

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.

Core Attributes
Engaged
Creative Ethical

Key Attitudes Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets
Digital Fluency
Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication