Module specification

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Module code	BUS7B58
Module title	Reward Management
Level	7
Credit value	20
Faculty	FSLS
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

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

For office use only	
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 via contemporary debates and future developments of key reward strategies and their integration within the HR function, and understand how reward policies and procedures can integrate with and support business objectives. Students will research the diverse and overarching contribution that strategic reward approaches will have as change catalysts on future 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 and evaluate the relationship between the business strategy, HRM strategy and reward management strategies.
2	Demonstrate a comprehensive knowledge of conceptual frameworks, theoretical debates and research informing strategic and total reward management practices relative to strategic and total reward.
3	Synthetize and critically evaluate internal and external reward equity and risks in a range of contexts, and structure reward responses that address the regulatory requirements to ensure continued organisational performance.

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: Report- students will evaluate the reward management policies in an organisation of their choice and discuss whether it supports the HR strategy and overall business vision and values. (3000 words)

Assessment 2: Video Presentation students will look at the reward policies in an organisation of their choice and see if they are based on theoretical framework or models and critically evaluate whether it supports continued organisational performance. (30 minutes)

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

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 reward
- Understanding of and the approaches to reward in different environments
- Models and theories of reward
- Analysis of key reward strategies on future trends

Indicative Bibliography:

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

Essential Reads

Armstrong, M. (2019), *Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward.* 6th Edition. London: Kogan Page

Other indicative reading

Perkins, S. J. and White, G. (2016), *Reward Management: Alternatives, Consequences and Contexts.* 3rd Edition. London: CIPD

Armstrong, M. and Brown, D. (2010), *Evidence-Based Reward Management: Creating Measurable Business Impact from Your Pay and Reward Practices.* 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.

Core Attributes
Engaged
Enterprising

Creative
Ethical

Key Attitudes
Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets
Digital Fluency
Organisation
Critical Thinking
Communication