Module Code:	ONL706

Module Title:	HRM in Context

Level:	7	Credit Value:	15

Cost Centre(s):	GABP	JACS3 code: HECoS code:	N600 100085

Faculty	FSLS	Module Leader:	Emma Taylor

Scheduled 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 contact hours	15 hrs
Placement / work based learning	0 hrs
Guided independent study	135 hrs
Module duration (total hours)	150 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
MBA	✓	☐
MBA Human Resource Management	✓	☐
MBA Marketing	✓	☐
MBA Finance	✓	☐
MBA Project Management	✓	☐
MBA Health Management	✓	☐
MBA Entrepreneurship	✓	☐
MBA Cyber Security	✓	☐
MBA Big Data	✓	☐
MBA Psychology	✓	☐
MPA	✓	☐

MPA Finance	✓	☐
MPA Project Management	✓	☐

Pre-requisites
A first degree and appropriate work experience

Office use only	
Initial approval: 25/01/2019	Version no: 1
With effect from: 06/03/2019	
Date and details of revision:	Version no: 3
Jul 2019: addition of extra MBA titles	
Jun 2020: addition of extra MBA and MPA titles and administrative updates	

Module Aims
To enable students to independently explore and develop their skills and knowledge via contemporary and constructive debates, using information and understanding of HRM across the strategic and operational business/organisational 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/organisation performance. To develop analytical techniques and judgements based on theoretical models and contextual trends that impact on reward management across strategic business/organisation 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/organisational 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.

Employability Skills **The Wrexham Glyndŵr Graduate**	**I = included in module content** **A = included in module assessment** **N/A = not applicable**
CORE ATTRIBUTES	
Engaged	I, A
Creative	
Enterprising	
Ethical	I, A
KEY ATTITUDES	
Commitment	I, A
Curiosity	I, A
Resilient	I, A
Confidence	I, A
Adaptability	I, A
PRACTICAL SKILLSETS	
Digital fluency	I, A
Organisation	I, A
Leadership and team working	
Critical thinking	I, A
Emotional intelligence	I, A
Communication	I, A

Derogations
None

Assessment:
Indicative Assessment Tasks:
Assessment (in 3 parts)

The assessment involves the development a business case for a HRM approach in an organisation with which the student is familiar, in response to environmental and competitive market factors, which are impacting the organisational/business goals.

Indicative word count for Assessment 1 and 2 is 550 words, and 1,100 words for Assessment 3. |

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2	Background to Business/Organisation Project	25%
2	1, 2, 3	Business/Organisation Analysis	25%
3	2, 3	Business Case	50%

Learning and Teaching Strategies:
The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. Online material will provide the foundation of the learning resources, to support a blended approach, requiring the students to log-in and engage on a regular basis throughout the eight-week period of the module. There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to a helpline for additional support and chat facilities through Canvas for messaging and responding.

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:

Essential reading

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

Other indicative reading

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

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

Journals:

Human Resource Management Journal

People Management - CIPD