

Prifysgol Wreccsam Wrexham University

Module specification

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Module Code	ONL706
Module Title	HRM in Context
Level	7
Credit value	15
Faculty	Wrexham Business School
HECoS Code	100085
Cost Code	GABP
Pre-requisite module	N/A

Programmes in which module to be offered

Programme title	Core/Optional/Standalone
MBA (Online)	Core
MBA Human Resource Management (Online)	Core
MBA Marketing (Online)	Core
MBA Finance (Online)	Core
MBA Project Management (Online)	Core
MBA Health Management (Online)	Core
MBA Entrepreneurship (Online)	Core
MBA Big Data (Online)	Core
MBA Cyber Security (Online)	Core
MBA Psychology (Online)	Core

Breakdown of module hours

Learning and teaching hours	15 hrs
Placement tutor support hours	0 hrs
Supervised learning hours e.g. practical classes, workshops	0 hrs
Project supervision hours	0 hrs
Active learning and teaching hours total	15 hrs
Placement hours	0 hrs
Guided independent study hours	135 hrs
Module duration (Total hours)	150 hrs

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.

Module Learning Outcomes

At the end of this module, students will be able to:

1	Critically evaluate the managerial and business environments in which HR professionals work.
2	Identify the HR management tools available within organisations which can support the managerial and business environment.
3	Critically evaluate how company/organisational data can be used to inform HR strategies in response to internal and external factors when linking HRM to operational and strategic people and business 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.

Formative assessment for this module may include:

End of lesson questions or quizzes, to check knowledge at the end of each unit and module, feedback on subject discussion forums, sharing experiences in groups, self and peer assessment and one-minute papers, to demonstrate understanding and progress of subject knowledge, and improve learning.

Summative Assessment

Assessment 1:

You are to present a written evaluation of the managerial and business environments in which HR professionals operate. To meet the learning outcome for this assignment you must demonstrate critical knowledge and understanding of HR theories and models and clarify where they fit within a management and business environment. Your evaluation should be based on an overview of no more than three (3) types of environments HR operate in (i.e. CSR, recruitment, workforce management, planning). Within your evaluation you must apply critical thinking to HR and its role in ensuring ongoing business continuity. Peer reviewed academic sources must be cited and an academic reference list is required. Your reference list is not included in the word count.

Assessment 2:

Present a written report on the HR management tools available (for example, appraisal, onboarding etc.) critically discussing how the data from HR management tools inform is used to inform HR strategies when analysing the internal and external environment.

Undertake an analysis of the HR management tools available and critically discuss the value they have from a HR and organisational perspective.

Critically evaluate how the data from those tools is used to shape and inform HR strategies from both an internal and external perspective and critically discuss how the data underpins HR's role in operational and strategic people and business performance.

You are not expected to collect or present any data for this report, but to meet the learning outcomes for assignment 2, you are expected to critically discuss the role and use of different types of HR data derived from those management tools, when making informed business decisions.

Peer reviewed academic sources must be cited and an academic reference list is required. Your reference list is not included in the word count.

Assessment number	Learning Outcomes to be met	Type of assessment	Duration/Word Count	Weighting (%)	Alternative assessment, if applicable
1	1	Written Assignment	800	40%	N/A
2	2, 3	Written Assignment	1,200	60%	N/A

Derogations

None

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.

Welsh Elements

Every student has the right to submit written work or examinations in Welsh. All Welsh speaking students have the right to a Welsh speaking tutor. Elements of the Welsh language and culture will be embedded throughout the module where possible.

Indicative Syllabus Outline

The role of HRM in a business context
Evaluation of key HRM and business theories
Management and business within a HR context
Strategic and operational HRM
The internal and external environment within which HR operates
HRM and leadership
HRM Management tools
HRM and data analysis

Indicative Bibliography

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

Essential Reads:

Armstrong, M and Taylor, S. (2023) *Armstrong's Handbook of Human Resource Management Practice*. 16th edition ed. London; New York; New Delhi: Kogan Page.

Cooper, R.G. and Sommer, A.F. (2023), 'Value-Based Strategy-Reward-Win Portfolio Management for New Products', *IEEE Engineering Management Review*, Vol.51, No.1, pp. 172–182. DOI: 10.1109/EMR.2023.3260319.

Other indicative reading:

Secapramana, L.V.H., Patricia, H. and Nugroho, E. (2019), 'Job Satisfaction, Job Fairness, and Job Evaluation as an Initial Step of Reward Management System Development: The Implementation of Quality of Work Life Concept', *APMBA (Asia Pacific Management and Business Application)*, Vol.8, No.2, pp. 73–88. DOI: 10.21776/ub.apmba.2019.008.02.1.

Administrative Information

For office use only	
Initial approval date	25/01/2019
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Date and details of revision	07/2019 Additon of programme titles 06/2020 Additon of programme titles 01/2026 Modification to assessment strategy and updates to learning outcomes, syllabus and bibliography
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