Module Code:	ONL709

Module Title:	Reward Management

Level:	7	**Credit Value:**	15

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

Faculty	SALS	**Module Leader:**	Emma Taylor

Scheduled learning and teaching hours	15 hrs
Guided independent study	135 hrs
Placement	0 hrs
Module duration (total hours)	150 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
MBA	☐	✓
MBA Human Resources Management	✓	☐
	☐	☐

Pre-requisites
A first degree and appropriate work experience

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.

Intended Learning Outcomes
Key skills for employability

KS1	Written, oral and media communication skills
KS2	Leadership, team working and networking skills
KS3	Opportunity, creativity and problem solving skills
KS4	Information technology skills and digital literacy
KS5	Information management skills
KS6	Research skills
KS7	Intercultural and sustainability skills
KS8	Career management skills
KS9	Learning to learn (managing personal and professional development, self-management)
KS10	Numeracy

At the end of this module, students will be able to		Key Skills	
1	Critically analyse and evaluate the relationship between the external environment (national or international), business strategy, HRM strategy and reward management strategies.	KS1	KS5
		KS3	KS6
		KS4	KS9
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.	KS1	KS5
		KS3	KS6
		KS4	KS9
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.	KS1	KS5
		KS3	KS6
		KS4	KS9
Transferable skills and other attributes			

Interpretation and presentation of data and findings. Prioritising, problem solving. Decision making

Derogations

None

Assessment:

Indicative Assessment Tasks:

Assessment in three parts

The assessment will require the learner to apply principles to real world situations by examining, analysing and evaluating a contemporary issue in the practice of strategic and total reward management in an organisation with which they are familiar, and developing a reward strategy that will meet the strategic needs of that organisation, justified by relevant theory and evidence of academic research.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration or Word count (or equivalent if appropriate)
1	1 & 2	Case Study	25%	550
2	1,2 &3	Analysis	25%	550
3	1,2 &3	Strategy implementation	50%	1,100

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.   On-line 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 six-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 help-line for additional support and chat facilities through Canvas for messaging and responding.

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:
Essential reading
Jones, S.E. and Perkins S.J. (2020), Reward Management Alternatives, Consequences and Contexts, (4th edn), London, CIPD
Other indicative reading
Armstrong, M. (2019) Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward (6th Edition) London: Kogan Page Armstrong, M. and Brown, D. (2010) Evidence-Based Reward Management: Creating Measurable Business Impact from Your Pay and Reward Practices. (1st Edition) London: Kogan Page Journals Human Resource Management Journal People Management - CIPD