Prifysgol Wrecsam
Wrexham University

Module specification

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Module Code	ONL709
Module Title	Reward Management
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

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 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.

Module Learning Outcomes

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

1	Critically analyse the use of HR analytics to measure reward effectiveness and return on investment, and its mutual relationship with organisation strategy.
2	Design a strategic reward framework complementary to local and global reward practices, considering legal and ethical implications.
3	Critically appraise theoretical frameworks and reward models and evaluate their relevance in contemporary organisational settings.

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.

You must present critical discussion and analysis of academic theory and literature to successfully meet the learning outcomes.

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.

Assessment 1:

PowerPoint presentation / 6 slides.

Introduction	Examine the relationship between employee reward and organisational strategy.
Evaluation	Critically evaluate a framework or theory of your choice relevant to intrinsic and extrinsic (or total) employee reward.
Analyse	Applying the framework or theory, examine the role of HR/data analytics when driving desired behaviour to meet the strategic achievement of organisational performance.
Recommendation	Make a case for integrated reward systems.

Assessment 2:

Portfolio assessment, in two parts:

Part 1 – Infographic Presentation
Using an organisation of your choice, create a business model that represents local and global reward practices, through the mutual strategic relationship of the driver (the organisation), the enabler (HR strategy) and the reinforcer (reward). The model should evidence how your chosen organisation captures and uses data to demonstrate the value and impact of its people through employee compensation in the achievement of organisational performance.

Present your model as an infographic. You can use Word or Power Point for this presentation, guidance on designing an infographic can be found on canvas.

Part 2 – Reflective Evaluation
Present a written critical comparison of two or more academic frameworks, models or theories on employee reward, evaluating their arguments, methods and evidence, before drawing your owned reasoned evaluation and conclusion based on the comparison.

Reflecting on your evaluation and conclusion, appraise your business model from Part 1, through the lens of a critical friend.

Synergise the strategic inter-relationship of your business model with your appraisal, critically evaluating its strengths and challenges when considering the importance of reward equity, ethics and sustainability.

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

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

Introduction to Reward Management and Strategic Alignment

Motivation Theories and Total Reward Models

Financial and Non-Financial Rewards

Global vs. Local Reward Practices and Cultural Considerations

Technology, HR Analytics, and Digital Tools in Reward Management

Ethical and Legal Issues in Reward Systems

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

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Initial approval date	25/01/2019
With effect from date	03/06/2019
Date and details of revision	01/2026 Modification to assessment strategy and updates to module aims, syllabus and bibliography
Version number	2