

Prifysgol Wrexham Wrexham University

Module specification

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Module Code	ONL710
Module Title	Resourcing and Talent 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 encourage students to independently explore and develop their skills and knowledge via contemporary debates and future developments of the strategic alignment, engagement and deployment of an organisation's workforce. Students will research the diverse contribution that such essential HR management practices will have to future business performance.

Module Learning Outcomes

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

1	Critically evaluate the concept of a resource and talent management strategy and its value on organisational performance.
2	Critically examine approaches for aligning resourcing with organisational objectives in a competitive local and global employment markets.
3	Assess the value and use of the tools required to measure the return on investment of resourcing and talent management strategies.

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: Abridged Research Plan

(secondary data only – such as current HR policies and other relevant HR/workforce documents).
You are **not** required to collect primary data for this assignment)

You have been asked to develop a resourcing and talent management strategy for your organisation. Critically analyse relevant theoretical frameworks, models and theories, to present a concise research plan, detailing how your organisation will attract, develop and retain the right talent to meet its organisation's goals.

Key headings:

Abstract

Concise background / research problem

Simplified research objectives

Streamlined methodology

Timeline

References (Harvard referencing)

Assessment 2: Portfolio

This assessment is in two parts:

Part 1 – Strategy

Using the information sourced from your research plan, create a summarised resourcing and talent management strategy for the UK employment market.

Using theory, examine the impact of this strategy on the global market, critically evaluating what ethical, sustainable, cultural and legal challenges you may face when expanding this strategy to the global market. Discuss how these may impact organisational objectives.

Part 2 – Summary

Drawing on Part 1, write an evaluative summary on the risks and impact of poor data integration on an organisation's performance. Using theory, present a strong argument of how analytics and data quality can add strategic value when measuring the return on investment of resourcing and talent management strategies.

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	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, 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

Introduction to resourcing and talent management
Workforce planning
Talent acquisition and recruitment strategies
Talent development
Succession planning, and retention
Technology, HR analytics, and AI
Ethical, legal, and sustainable considerations

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.

Hasan Ghaffari, Masoud Purkiyani, Gholam Abbas Shkari and Ayoub Shaykhi (2017), 'Design of Model the Talent Management with an Approach Integrating Human Resources Activities', *Pizhūhish/Hā-Yi Mudīriyyat-i Umūmī (Online)*, Vol.10, No.36, pp. 117–142. DOI: 10.22111/jmr.2017.3511.

Meyer, K.E. and Xin, K.R. (2018), 'Managing Talent in Emerging Economy Multinationals: Integrating Strategic Management and Human Resource Management', *International Journal of Human Resource Management*, Vol.29, No.11, pp. 1827–1855. DOI: 10.1080/09585192.2017.1336362.

Other indicative reading:

McDonnell, A. and Wiblen, S. (2021), *Talent Management*. 1st ed. London ; New York: Routledge.

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 02/26 Administrative correction to Learning strategy and removal of formative assessment. 06/26 Revalidation
Version number	4