

## Module specification

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Module code	BUS4A2
Module title	Understanding Human Resource Management
Level	4
Credit value	20
Faculty	SLS
Module Leader	Dr Deborah Ebenezer
HECoS Code	100085
Cost Code	GAMG

### Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business and Human Resource Management	Core
BA (Hons) Business & Management	Core
BA (Hons) Marketing and Business	Core
BA (Hons) International Tourism & Hospitality Management	Core
BA (Hons) Accounting & Finance Management	Core

### Pre-requisites

*None*

### Breakdown of module hours

Learning and teaching hours	36 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
<b>Total active learning and teaching hours</b>	<b>36 hrs</b>
Placement / work based learning	0 hrs
Guided independent study	164 hrs
<b>Module duration (total hours)</b>	<b>200 hrs</b>

<b>For office use only</b>	
Initial approval date	November 2021
With effect from date	September 2022
Date and details of revision	
Version number	1

## Module aims

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This module provides a comprehensive understanding of the role of human resource management (HRM) in organisations. The module covers the following HRM fundamentals:

- Types of organisation prevalent in the business world
- The importance of human resource management and the role of HR practitioners
- HR activities in organisations
- Impact of technology on human resource management

**Module Learning Outcomes** - at the end of this module, students will be able to:

1	Describe the role of human resource management in organisations.
2	Identify the various HR activities involved as part the HR department.
3	Assess the impact of technology on human resource management.
4	Identify current human resource management trends in organisations.

## Assessment

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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:

Students will evaluate the role of human resource management in organisations a 10-minute group discussion/presentation.

### Assessment 2:

Students will identify the various HR activities involved as part the HR department and analyse the impact of technology on human resource management. (1500 words)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1,2	Presentation	50%
2	3,4	Written Assignment	50%

## Derogations

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None

## Learning and Teaching Strategies

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The student learning and teaching strategies are linked to the university's Strategy for Supporting Student Learning and Achievement (SSSLA) and Active Learning Framework (ALF) guidelines. Lectures will be provided to students digitally, a minimum of three working days before the classroom tutorials. Students will have access to a mix of recorded lectures, supporting notes, journals and articles, face to face tutorial activities to support their learning.

This module is embedded within the values and practices espoused in the Glyndwr University's Teaching and Learning and Assessment strategy whereby students are encouraged to take responsibility for their own learning and staff facilitate the learning process, with the aim of encouraging high levels of student autonomy in learning and the capacity to apply it within the wider environment.

## Indicative Syllabus Outline

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Types of organisations

The role of HRM in organisations

CIPD professional map

HR activities

Impact of technology on HRM

## Indicative Bibliography:

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

### Essential Reads

Leather C. and Fletcher J. (2018), *Introduction to Human Resource Management*. 4th ed. London: Kogan Page.

### **Other indicative reading**

Torrington, D., Hall, L., Atkinson, C. and Taylor, S. (2020), *Human Resource Management*. 11th ed. Harlow: Pearson.

Armstrong, M. and Taylor, S. (2020), *Armstrong's Handbook of Human Resource Management Practice*. 15th ed. London: Kogan Page.

### **Employability skills – the Glyndŵr Graduate**

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Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

#### **Core Attributes**

Engaged  
Creative  
Ethical

#### **Key Attitudes**

Commitment  
Curiosity  
Resilience  
Confidence  
Adaptability

#### **Practical Skillsets**

Digital Fluency  
Organisation  
Critical Thinking  
Communication