

## Module specification

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Module code	BUS6A5
Module title	Human Resources and the Business
Level	6
Credit value	30
Faculty	Glyndwr University: Faculty of Social and Life Sciences Bloomsbury Institute: School of Business and Accounting
Module Leader	TBC
HECoS Code	100078
Cost Code	GAMG

### Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business Management	Option
BA (Hons) Business Management (Human Resource Management)	Core
BA (Hons) Business Management [Top-up]	Option
BA (Hons) Business Management (Human Resource Management) [Top-up]	Core

### Pre-requisites

None

### Breakdown of module hours

Learning and teaching hours	44 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>44 hrs</b>
Placement / work based learning	0 hrs
Guided independent study	256 hrs
<b>Module duration (total hours)</b>	<b>300 hrs</b>

<b>For office use only</b>	
Initial approval date	8 April 2022
With effect from date	June 2022
Date and details of revision	
Version number	1

## Module aims

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In this module, students will explore the role Human Resource practice plays in supporting the delivery of business goals and will consider the connections between business strategy, people management practice and culture. Students will learn about the principles of organisational design and development. The module will also cover the topics of workforce planning and development, and change management.

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

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1	Critically analyse how Human Resource practice connects to the business and the wider commercial environment to support the delivery of business goals and objectives.
2	Discuss and critically evaluate the role Human Resources can play in leading change within a business.
3	Discuss various aspects of workforce planning and development practices.
4	Present a critical evaluation of the appropriateness of HR policies and strategies within a changing environment, meeting the interests of a range of stakeholders.

## Assessment

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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.

**Indicative Assessment 1:** Will take the form of a portfolio (3,500 words equivalent), divided into several tasks that could take one or more of the following formats: online quizzes (30-60 minutes), reflective tasks (500-1,500 words), case study analysis (500-1,500 words), classroom debate (5-10 minutes per student), poster.

**Indicative Assessment 1:** Will take the form of a presentation (with accompanying written submission) focused on a specific organisation (1,500 words equivalent).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2, 3	Portfolio	70%
2	4	Presentation	30%

## Derogations

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None

## Learning and Teaching Strategies

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The module will be completed over one term.

Students will undertake 2-weeks of pre-reading and online activities.

The module is taught through weekly 2-hour seminars and 2-hour workshops.

**Seminars** enable students to undertake directed self-study and to answer questions and solve problems which are set by the lecturer. Students will present their answers and solutions within the seminar group. Seminars enable students to explore further the topics introduced in the lectures.

**Workshops** follow on from lectures and seminars. They are designed to enable students to work within a small group to perform set tasks (e.g. working on an exercise or case study). They reinforce proactive learning by providing opportunities for discussion and interaction.

The seminar/workshop groups are small, thereby enabling students to develop a deep understanding.

Recorded lectures will be provided through the VLE to provide a broad outline structure for each topic to be covered.

**Student digital literacies** are developed on this module through the use of:

- Online libraries and databases for gaining access to full-text journal articles and eBooks.
- Communication means provided through the VLE and learning technology applications.
- Online group-work, for planning, developing, improving, submitting and reflecting on collaborative work completed as part of the module.
- Assessment and feedback tools such as Multiple Choice Tests/Quizzes, Turnitin and the VLE's Gradebook – enabling timely and detailed feedback on student work.
- Web-based Office 365.

## Indicative Syllabus Outline

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- Business and Commercial Performance – the connections between business strategy, people management practice and culture. The role of HR as the 'internal consultant'.
- Principles of organisational design and development to achieve goals and support success.
- HR and managing change:
  - Factors which influence change in organisations
  - Impact of change in organisations,
  - Approaches to change management (theoretical models, role of leadership and Human Resources, engaging with stakeholders)
  - Initiating, planning and managing change
- Workforce planning:
  - Rationale
  - Challenges which influence workforce planning
  - Principles and practices of workforce planning and development (theoretical models, data and information to determine human resource need, employment practices, workforce plan)
- HR policies: types and formats, influence/interest of stakeholders, good practice

## Indicative Bibliography:

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

### Essential Reads

- Wilkinson, A, Redman, T, & Dundon, T (2016), *Contemporary Human Resource Management: Text and Cases*, Pearson Education, Limited, Harlow, United Kingdom.

### Other indicative reading

- Resources available through CMI Management Direct
- [www.cipd.co.uk](http://www.cipd.co.uk)
- [www.jhrm.eu](http://www.jhrm.eu)
- [www.mckinsey.com](http://www.mckinsey.com)

## 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  
Enterprising  
Creative  
Ethical

### Key Attitudes

Commitment  
Curiosity  
Resilience  
Confidence  
Adaptability

### Practical Skillsets

Digital Fluency  
Organisation  
Leadership and Team working  
Critical Thinking  
Emotional Intelligence  
Communication