

Module specification

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Module code	BUS6A8
Module title	Applied Human Resource Management
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
Total active learning and teaching hours	44 hrs
Placement / work based learning	0 hrs
Guided independent study	256 hrs
Module duration (total hours)	300 hrs

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

Module aims

This module will provide an opportunity for students to consider current societal and environmental developments that affect work and people, including Equality, Diversity and Inclusion considerations. Students will also explore the various challenges encountered by managers and HR practitioners, including conflict management, and will consider effectiveness of solutions to these issues. The module will also provide students an opportunity to gain and develop practical skills encountered by early career HR practitioners.

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

1	Critically evaluate issues related to the management of businesses and the role of HR in delivering success.
2	Discuss the impact of societal and environmental developments that affect work and people.
3	Select, apply and evaluate techniques to solve problems, conduct workplace investigations or promote good practice in a range of authentic situations encountered by HR practitioners in the first few years of their careers.

Assessment

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 coursework: discussion forum (in class or online) and a reflective account (2,500 words equivalent).

Indicative Assessment 2: Will take the form of a portfolio (2,500 words equivalent), divided into several tasks that could take one or more of the following formats: simulation, online quizzes (30-60 minutes), reflective tasks (500-1,500 words), case study analysis (1,000-1,500 words).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2	Coursework	50
2	3	Portfolio	50

Derogations

None

Learning and Teaching Strategies

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 for creating and sharing documents, utilising the calendar, storing files, communicating with peers and teachers.

Indicative Syllabus Outline

- The interaction between the commercial business environment and developments in work, people management and employment.
- Equality, Diversity and Inclusion:
 - legal and organisational approaches to equality, diversity and inclusion
 - the role and responsibilities of a manager in relation to equality, diversity and inclusion
 - plans which support equality, diversity and inclusion within an organisation
- Conflict in the workplace:
 - types, causes, stages and impact of conflict within organisations
 - investigating conflict situations in the workplace
 - approaches, techniques, knowledge, skills and behaviours for managing conflict

- Conducting workplace investigations
- The role of ACAS
- Skills for early career HR practitioners
- Professional development for HR practitioners

Indicative Bibliography:

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

Essential Reads

- Armstrong, M., Taylor, S. (2020) *Armstrong's Handbook of Human Resource Management Practice*. Kogan Page.

Other indicative reading

- Resources available through CMI Management Direct
- Jana, T and Diaz Mehias, A (2018). *Erasing Institutional Bias. How to Create Systemic Change for Organisational Inclusion*. Oakland, CA: Berrett-Koehler.
- www.cipd.co.uk
- www.acas.org.uk

Employability skills – the Glyndŵr Graduate

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