

Module Code:	BUS7B10
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Module Title:	Resourcing and Talent Management
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Level:	7	Credit Value:	15
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Cost Centre(s):	GABP	<u>JACS3 code:</u>	N600
		<u>HECoS code:</u>	100085

Faculty	SALS	Module Leader:	Emma Taylor
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Scheduled learning and teaching hours	15hrs
Guided independent study	135 hrs
Placement	0 hrs
Module duration (total hours)	150 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
MBA	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MBA Human Resource Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Pre-requisites
A first degree and appropriate work experience

Office use only

Initial approval: 30/01/2020

Version no: 1

With effect from: 01/09/2020

Date and details of revision:

Version no:

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 on future business performance.

To develop analytical techniques and judgements based on theoretical models and contextual trends that impact on resourcing and talent management across strategic business functions.

Intended Learning Outcomes

Key skills for employability

KS1	Written, oral and media communication skills
KS2	Leadership, team working and networking skills
KS3	Opportunity, creativity and problem solving skills
KS4	Information technology skills and digital literacy
KS5	Information management skills
KS6	Research skills
KS7	Intercultural and sustainability skills
KS8	Career management skills
KS9	Learning to learn (managing personal and professional development, self-management)
KS10	Numeracy

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

Key Skills

At the end of this module, students will be able to		Key Skills	
1	Demonstrate critical awareness and justification of effective resourcing and talent management strategies, based on an evaluation of national and international employment markets.	KS1	KS5
		KS3	KS6
		KS4	KS9
2	Develop and critically evaluate talent management and succession planning, and recruitment and retention strategies with a view to building long-term organisational performance.	KS1	KS5
		KS3	KS6
		KS4	KS9
3	Critically analyse the different ways in which employee turnover can impact on an organisation's ability to achieve its strategic goals, and demonstrate understanding and application of lawful and ethical people management processes within this field.	KS1	KS5
		KS3	KS6
		KS4	KS9

Transferable skills and other attributes

Interpretation and presentation of data and findings. Prioritising, problem solving. Decision making

Derogations

None

Assessment:

Indicative Assessment Tasks:

Assessment (3 parts)

The assessment will require the learner to produce a business report that is a critical review of the resourcing and talent management strategies in their organisation of their choice, based on an evaluation of the employment markets, and incorporating recommendations for improvement in one or more critical resourcing talent management areas – i.e. recruitment and selection, succession planning, retention and/or exit strategies in light of current research and thinking. This will be underpinned and justified by relevant theory and academic research.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration or Word count (or equivalent if appropriate)
1	1 & 2	Background to Report	25%	550
2	1,2 & 3	Report analysis	25%	550
3	1,2 & 3	Report implementation strategy	50%	1,100

Learning and Teaching Strategies:

The learning and teaching strategy will consist of formal lectures to present theory, principles and practices which will form the foundation of the learning outcomes. Students will be encouraged to interact and contribute as a means of developing critical skills. Tutorials will be activity based using real world case studies and live examples to apply the theory into practice and develop their decision making and evaluating skills. In addition, students will be encouraged to undertake self-directed study and further research on selected topics to acquire additional perspectives which will provide them with a deeper understanding of the topics covered.

Syllabus outline:

Strategic and operational HR aspects of recruitment, selection, management, retention and dismissal of employees
Mobilisation of the workforce for organisational performance
Models of resourcing and talent management strategy
Analysis of key employment markets and future trends

Indicative Bibliography:**Essential reading**

Taylor, S. (2018) Resourcing and Talent Management. (7th edition). London: CIPD

Other indicative reading

Armstrong, M. and Taylor, S. (2017) Armstrong's Handbook of Human Resource Management Practice (14th Edition). London: Kogan Page

Berger, L., A. (2011) The Talent Management Handbook: Creating A Sustainable Competitive Advantage By Selecting, Developing, And Promoting The Best People, New York: McGraw-Hill.

Journals

Human Resource Management Journal
People Management – CIPD