

## Module specification

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*Refer to the module guidance notes for completion of each section of the specification.*

Module code	BUS7B34
Module title	Reward Management
Level	7
Credit value	15
Faculty	FSLS
Module Leader	Emma Taylor
HECoS Code	100085
Cost Code	GABP

### Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MBA	Option
MBA Human Resources Management	Core

### Pre-requisites

A first degree and appropriate work experience.

### Breakdown of module hours

Learning and teaching hours	15 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>15 hrs</b>
Placement / work based learning	0 hrs
Guided independent study	135hrs
<b>Module duration (total hours)</b>	<b>150 hrs</b>

<b>For office use only</b>	
Initial approval date	08/09/2021
With effect from date	08/09/2021
Date and details of revision	
Version number	1

## Module aims

To enable students to independently explore and develop their skills and knowledge via contemporary debates and future developments of key reward strategies and their integration within the HR function, and understand how reward policies and procedures can integrate with and support business objectives. Students will research the diverse and overarching contribution that strategic reward approaches will have as change catalysts on future business performance.

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

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

1	Critically analyse and evaluate the relationship between the business strategy, HRM strategy and reward management strategies.
2	Demonstrate a comprehensive knowledge of conceptual frameworks, theoretical debates and research informing strategic and total reward management practices relative to strategic and total reward.
3	Synthesize and critically evaluate internal and external reward equity and risks in a range of contexts, and structure reward responses that address the regulatory requirements to ensure continued organisational performance.

## 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: Report-** students will evaluate the reward management policies in an organisation of their choice and discuss whether it supports the HR strategy and overall business vision and values. (1100 words)

**Assessment 2: Video Presentation** students will look at the reward policies in an organisation of their choice and see if they are based on theoretical framework or models and critically evaluate whether it supports continued organisational performance. (900 words)

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

## Derogations

None

## 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.

## Indicative Syllabus Outline

- Strategic and operational HR aspects of reward
- Understanding of and the approaches to reward in different environments
- Models and theories of reward
- Analysis of key reward strategies on future trends

## Indicative Bibliography:

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

### Essential Reads

Armstrong, M. (2019) *Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward*. (6th Edition) London: Kogan Page

### Other indicative reading

Perkins, S. J. and White, G. (2016) *Reward Management: Alternatives, Consequences and Contexts*. (3rd Edition). London: CIPD

Armstrong, M. and Brown, D. (2010) *Evidence-Based Reward Management: Creating Measurable Business Impact from Your Pay and Reward Practices*. (1st Edition) London: Kogan Page

**Journals:**

Human Resource Management Journal  
People Management – CIPD

## **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. [Click here to read more about the Glyndwr Graduate attributes](#)

**Core Attributes**

Engaged  
Enterprising  
Creative  
Ethical

**Key Attitudes**

Commitment  
Curiosity  
Resilience  
Confidence  
Adaptability

**Practical Skillsets**

Digital Fluency  
Organisation  
Critical Thinking  
Communication