

Module specification

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

Module code	ONL506
Module title	HRM for Business
Level	5
Credit value	20
Faculty	SLS
HECoS Code	100085
Cost Code	GABP

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business and Management	Core
BA (Hons) Management, Accounting and Finance	Core
BBA (Hons) Business Management	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	20 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	20 hrs
Placement / work based learning	0 hrs
Guided independent study	180 hrs
Module duration (total hours)	200 hrs

For office use only	
Initial approval date	12/08/2020
With effect from date	04/01/2021
Date and details of revision	
Version number	1

Module aims

This module provides learners with an understanding of the key HRM practices businesses rely upon to ensure their organisations have a high-performing and engaged workforce. Learners will be encouraged to actively participate in research and activities to gain an understanding of the broader developments that are influencing HRM practices within business and performance. Learners can expect to work independently and collaboratively to develop critical HR thinking skills, and draw meaningful conclusions from discussions and debates.

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

1	Applying academic theory, critically evaluate the role and purpose of HRM within organisations.
2	Analyse the impact of HRM activities to key business issues and evaluate their value within organisations.
3	Identify various HRM specialisms and critically discuss their contribution to organisational success.
4	Investigate wider factors including the legal context that will influence future HRM practices within organisations.

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

Learners will critically evaluate the role of HRM within organisations. (max 750)

Assessment 2

Taking account of findings from assessment 1, learners will analyse the impact of HRM activities and their value within organisations. (max 750)

Assessment 3

Taking account of their findings from assessments 1 & 2, learners will complete a business report that will involve an analysis of the various HRM specialisms within a HR function, and will critically discuss how these specialisms contribute to organisational success. Learners will also investigate wider factors that influence HRM practices within organisations including relevant law, and applying theory, will discuss how these factors will shape how HR supports the future of business and performance. (max 1500)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1	Essay	25
2	2	Essay	25
3	3 & 4	Report	50

Derogations

None

Learning and Teaching Strategies

The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. On-line material will provide the foundation of the learning resources, to support a blended approach, requiring the students to log-in and engage on a regular basis throughout the eight-week period of the module. The assessments will comprehensively apply the principles and application of HRM to the business environment with a variety of assessment types and will comprise of two essays and final report.

There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range of digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to a help-line for additional support and chat facilities through Canvas for messaging and responding.

Indicative Syllabus Outline

Within this module, learners can expect to study:

CIPD profession map
The role of HRM in organisations
HRM theory
Influences that have shaped HRM
HRM activities and how they influence high performance
Internal and external factors
HRM and modern day working practices
HR metrics
HRM and the future of work

Indicative Bibliography:

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

Essential Reads

Taylor, S. and Woodhams, C. (2016), Studying Human Resource Management, (2nd edn), London, CIPD.

E-book and paperback link: <https://www.koganpage.com/product/studying-human-resource-management-9781843984153>

Other indicative reading

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

E-book and paperback link: <https://www.koganpage.com/product/armstrong-s-handbook-of-human-resource-management-practice-9780749498276>

Torrington, D. (2017), Human Resource Management, (10th edn), Pearson Education Ltd., Harlow.

Paperback and kindle link: https://www.amazon.co.uk/Torrington-Human-Resource-Management_p10-Derek/dp/1292129093/ref=sr_1_5?dchild=1&keywords=torrington+and+hall&qid=1595059648&sr=8-5

Human Resource Management Journal

People Management - CIPD

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. [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
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication