

Human Resource Management

Module Code:	HRM6002-B
Academic Year:	2018-19
Credit Rating:	20
School:	School of Management
Subject Area:	Human Resource Management
FHEQ Level:	FHEQ Level 6
Module Leader:	Dr Robert Perrett

Additional Tutors:

Pre-requisites:

Co-requisites:

Contact Hours

Type	Hours
Lectures	24
Tutorials	12
Directed Study	162.5
Examinations DO NOT USE	1.5

Availability Periods

Occurrence	Location/Period
ONA	College of Banking and Financial Studies, Oman / Academic Year (Sept -
MSA	Management Development Institute of Singapore (MDIS) / Full Year
MSA	Management Development Institute of Singapore (MDIS) / Semester 1
HKA	Resource Development International (RDI), Hong Kong / Academic Year
HKA	Resource Development International (RDI), Hong Kong / Full Year (Sept -
IGA	The Institute of Integrated Learning in Management (IILM) (Gurgaon) /
IMA	The Institute of Integrated Learning in Management (IILM) / Academic
BDA	University of Bradford / Academic Year (Sept - May)
BDB	University of Bradford / Academic Year (Sept - May)

Module Aims

1. To understand the nature of work, particularly the partial coincidence of interest and the asymmetries of power between employees and employers.
2. To review various topical initiatives in the workplace and consider the impact they have.
3. To examine the nature of the HRM function in its historical and organisational context.
4. To examine the strategic contribution of HRM to organisational effectiveness.
5. To evaluate current and developing practice in selected areas of HRM, including consideration of sustainable development in this regard.

Outline Syllabus

HRM is a topical module and the exact subjects taught may vary from year to year. Typical subjects will include: Nature of HRM; HR Strategy and competitive advantage; HRM Planning; Strategic Recruitment and Selection; Leadership and HRM; Performance Appraisal; Ethical Issues in Contemporary HRM; Diversity in HRM Rhetorics and Realities; and Managing Leadership and Ethics. Introduction to Reward Systems; Pay Structures; Payment Systems (Performance Pay, National Pay and Minimum Wage); Job Evaluation and Equality; Pay Comparison and Surveys; Rewarding Performance; and the Future of Human Resource Management.

Module Learning Outcomes

On successful completion of this module, students will be able to...

- 1 1a understand the main processes involved in various workplace initiatives and the issues of sustainable development within these;
 1b appreciate the impact they have on both employees and employers;
 1c understand and appreciate the different interests of employees and employers.
- 2 2a have improved your knowledge of HRM and various topical HR initiatives;
 2b understand and appreciate various models of HRM.
- 3 3a present a coherent argument in writing or orally;
 3b judge between various forms of evidence and discuss the differences between them;
 3c critically analyse material;
 3d work in teams and resolve HRM problems by problem-solving using oral presentations;
 3e self-manage written assessments to deadlines for submission by individual research using IT skills and IT research of journals and reports.

Learning, Teaching and Assessment Strategy

The module will be delivered through lectures, tutorials and directed study. The lectures will provide you with the basic materials in a given area and act as a base for your wider reading and references are provided in the study materials to guide the you in independent study (Learning outcomes 1a, 1b, 1c, 2a, 2b, 3c). Lectures are complemented by tutorial seminars that are designed to consolidate students` understanding by providing opportunity to apply

them and explore them in relation to case studies and through small group presentations (1a, 1b, 1c, 2a, 2b, 2c, 3a, 3b, 3c, 3d). Students are asked questions in relation to the cases and these answers form the basis for discussion in class. This discussion provides a mechanism for students to share contrasting perspectives on the HRM areas addressed (1a, 1b, 1c, 2a, 3a, 3b). Directed study, provided through Blackboard will encourage students to extend the understanding of research and theory in the area of HRM as well as its application to and implications for practical people management problems and challenges (1a, 1b, 1c, 2a, 2b). The feedback that students receive in tutorials is designed to enable them to evaluate their performance on the course. Summative assessment is by means of a two, 1500 word assignment in students are asked to consider the the application and implication of different aspects of HRM theory (1a, 1b, 2a, 2b, 3a, 3c, 3e), and a closed book examination which will test your understanding of the application and utility of ideas addressed through the course (1a, 1c, 2a, 2b, 3a, 3c).

Mode of Assessment

Type	Method	Description	Length	Weighting	Final Assess'
Summative	Examination - closed book	Closed book examination	1.5 hours	50%	Yes
Summative	Coursework	Individual assignment of up to 2000 words	0 hours	50%	No

Legacy Code (if applicable)

MAN0327L

Reading List

To view Reading List, please go to [rebus:list](#).