

Reward, Development and Talent Management

Module Code:	HRM6009-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 Hayley German

Additional Tutors:

Pre-requisites:	Human Resource Management 2017-18
Co-requisites:	

Contact Hours

Type	Hours
Lectures	24
Tutorials	12
Directed Study	164

Availability Periods

Occurrence	Location/Period
BDA	University of Bradford / Semester 1 (Sep - Jan)

Module Aims

1. To enable students to understand the business context of rewards and its impact on employee performance.
2. To develop an understanding of the key labour market trends and their significance for personnel planning and recruitment.
3. To equip students with methods and techniques to inform talent planning and recruitment activities.

4. To understand how to engage and retain employees, and manage dismissal, redundancy and retirement issues ethically and legally

Outline Syllabus

Typical topics of interest will include: Recruitment and selection; Talent planning; Job descriptions and person specifications; Employer branding; Employee engagement and retention; Employee exit: dismissal, redundancy and retirement; Reward strategies and policies; Data driven HR decisions.

Module Learning Outcomes

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

- 1
 - 1a. Demonstrate an understanding of HR decisions from employee entry to exit through a range of perspectives and research studies.
 - 1b. Explain how the business context drives workforce planning and the use of reward intelligence.
 - 1c. Appreciate ethical and lawful issues relating to people resourcing and reward.
- 2
 - 2a. Apply evidence-based arguments to people resourcing and talent planning.
 - 2b. Assess the business viability of reward policies and practices.
- 3
 - 3a. Present a coherent argument in writing and orally.
 - 3b. Judge between contrasting forms of evidence and critically discuss the differences between them.
 - 3c. Use evidence to inform HR decisions.
 - 3d. Work in groups to solve resourcing and reward challenges.
 - 3e. Self-manage written assessments to deadlines through individual and group research using IT skills and academic journals and reports

Learning, Teaching and Assessment Strategy

This module will be delivered through lectures, tutorials and directed study. The lectures will provide students with the basic materials in a given area and act as a base for wider reading. References are provided in the study materials to guide students in independent study (Learning outcomes 1a, 1b, 1c, 2a, 2b, 3a). Lectures are complemented by tutorial seminars that are designed to consolidate students' understanding by providing opportunity to apply concepts and explore them in relation to case studies and through small group work (1a, 1b, 1c, 2a, 2b, 3a, 3b, 3d). Students are asked questions in relation to the cases and these answers inform the basis for evidence-based decisions and class discussion. Group and class discussion provides mechanisms for students to share perspectives and reflect on research (1a, 1b, 1c, 2a, 2b, 3a, 3b, 3c). Directed study, through the VLE, will encourage students to extend their understanding of research and theory as well as its application to reward management, and issues surrounding resourcing and talent planning (1a, 1b, 1c, 2a, 2b, 3a, 3b, 3e). The feedback that students receive in tutorials is designed to enable them to evaluate their performance on the course.

Formative assessment is provided throughout the module on student activities during the tutorial sessions and through written and oral feedback relating to the group project outline completed mid-term.

Summative assessment is by means of a group project (50%) in which students are make HR evidence-based decisions (1a, 1b, 1c, 2a, 2b, 3a, 3b, 3c, 3d,3e), and a 1.5 hr closed book examination which will test students' understanding of the application and utility of issues addressed in the module (1a, 1b, 1c, 2a, 2b, 3a, 3b).

Mode of Assessment

Type	Method	Description	Length	Weightin g	Final Assess'
Summative	Examination - closed book	Closed book exam	1.5 hours	50%	No
Formative	Coursework	Group project outline 1,500 words	0-1500 words	%	No
Summative	Coursework	Group assignment 5,000 words	0-5000 words	50%	Yes

Legacy Code (if applicable)

Reading List

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