

Human Resource Development

Module Code:	HRM7006-A
Academic Year:	2018-19
Credit Rating:	10
School:	School of Management
Subject Area:	Human Resource Management
FHEQ Level:	FHEQ Level 7 (Masters)

Pre-requisites:

Co-requisites:

Contact Hours

Type	Hours
Lectures	12
Tutorials	12
Directed Study	76

Availability Periods

Occurrence	Location/Period
PDA	Kozminski University / Full Year (Sept - Aug)
BDA	University of Bradford / Semester 1 (Sep - Jan)

Module Aims

1. To promote a critical understanding of the systemic nature of skills and expertise and their importance and use in the workplace;
2. To develop understanding of the way in which skill is conceptualised and understood (individual, job, social setting);
3. To develop critical awareness of the importance of skill development and the factors which shape HRD within diverse organisational and institutional contexts.

Outline Syllabus

This is a topical course and subjects may change to reflect this. The syllabus will include:
Nature of employment;
HRM and HRD;
Nature of skill;
Systemic aspects of skill development;
International approaches (voluntarism and regulation);
'Soft' skills and Learning Organisations;
Qualifications and audit mechanisms;
Organisational culture;
Emotional and aesthetic labour;
Managerial work and management development;
Training for the young.

Module Learning Outcomes

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

- 1 Understand and explain different forms of vocational education and training within different contexts and develop awareness of the influence of diverse institutional pressures.
- 2
 - 2a) Assess the impact of different types of training;
 - 2b) Assess key developments within the area of workplace skills;
 - 2c) Evaluate the way that HRD and skill have been studied in order to evaluate their business applicability.
- 3
 - 3a) Make a coherent presentation to a group of people;
 - 3b) Actively engage in group discussion;
 - 3c) Work with others to prepare presentations / explore topics in greater depth;
 - 3d) Present written arguments with evidence and justification;
 - 3e) Develop personal reflectivity through discussing, receiving and acting upon feedback from colleagues and tutors.

Learning, Teaching and Assessment Strategy

Lectures will be used to stimulate critical understanding of the systemic nature of skills and expertise and their importance and use in the workplace. Through these lectures students will develop an appreciation of the way in which institutional and contextual forces impact HRD policy (LO 1a, 2a, 2b,2c). These will be supported by student-led seminars which will include the discussion of case study materials and problem scenarios that require 'consultancy' type solutions (LO 1a, 2a, 2b, 2c). Students will develop an understanding of the way in which skill is conceptualised and understood (individual, job, social setting), and will appreciate how best to negotiate learning interventions within their chosen field and understand which factors need to be taken into consideration when planning such activity within a business. In addressing issues of sustainability, inequalities, diversity and social justice in contemporary societies and how they apply to HRD will be considered. This will focus principally upon inequalities in training opportunities and the impact upon the individual and society as a whole. Formal assessment for the module will take two forms. The first is a 1,500 word individual assignment which will be used to develop critical engagement with current debates (LO 2a,2b, 2c, 3d). The second is a group presentation

which will develop oral and team working skills (LO 3a,3b,3c) . The module also includes directed study which will encourage students to extend their understanding of research and theory within HRD as well as its practical implications (LO 1a, 2a, 2

Mode of Assessment

Type	Method	Description	Length	Weighting	Final Assess'
Summative	Presentation	Group Presentation	20 minutes	30%	No
Summative	Coursework	Individual coursework	-1500 words	70%	Yes

Legacy Code (if applicable)

MAN4221M

Reading List

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