

## Human Resource Management

|                |                           |
|----------------|---------------------------|
| Module Code:   | HRM7007-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 / Semester 1 (Sep - Jan)   |
| BDA        | University of Bradford / Semester 1 (Sep - Jan) |

### Module Aims

To provide the student with a critical understanding of HRM and its changing role within the business and social environment.

### Outline Syllabus

- 1 ) HRM and the Organisation: Managing the Employment Relationship: the nature of the employment relationship and the labour market context; History of People Management: the evolution of management systems (e.g. Taylorism) Models of HRM and Approaches to the Subject (debates between Michigan and Harvard Schools; international variants).
- 2) HRM and Change: Labour Market Factors and Recruitment Development Performance & Reward systems Involvement Stakeholders and Negotiation; the processes of undertaking

change.

3) The syllabus covers ESD issues through its study of equal opportunities policies and diversity management, social partnership arrangements as a source of resolving conflict and conflict resolution in the employment relationship.

### **Module Learning Outcomes**

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

- 1      1a. Demonstrate a critical understanding of HRM and its role within the business and social environment.  
1b. Explain the assumptions and approaches to management encompassed by HRM, including an understanding of recent developments in HRM including consideration of ethical and sustainability issues in this regard..
- 2      2a. Critically evaluate key developments within HRM practice and assess the effectiveness of relevant HRM methodologies and approaches.  
2b. Apply evidence-based arguments to HRM problems, including consideration of ethical and sustainability concerns in this.
- 3      3a. Demonstrate skills of communication (written and verbal), analysis, presentation and negotiation.  
3b. Apply knowledge of and problem solving solutions for dealing with people issues in organizations.  
3c. Demonstrate the ability to work effectively in groups and manage your own work and that of others in order to meet a specified programme of tasks.

### **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 with references provided in the study materials to guide independent study (Learning outcomes 1a, 1b, 2a). Lectures are complemented by tutorials that are designed to consolidate your understanding by providing opportunity to apply and explore issues in relation to cases drawn from current academic debate that are representative of research being undertaken in leading academic centres of study. (learning outcomes 1a, 1b, 2a, 2b, 3a, 3b, 3C). You will be asked questions in relation to the cases and the answers will form the basis for plenary discussion in class. Plenary discussion provides a mechanism for you to share contrasting perspectives on aspects of HRM. Directed study will enable you to extend your understanding of research and theory in the area of HRM as well as its application to and implications for organisations today (learning outcomes 1a, 1b, 2a, 2b). Formative feedback will be provided in tutorials, which will enable you to evaluate your performance on the course and these activities and feedback will particularly support the achievement of learning outcomes 1b, 2b, 3a, 3b and 3c. Summative assessment is by individual assignment which will allow you to demonstrate learning on the module and achievement against learning outcomes 1a, 1b, 2a, 2b, 3a and 3b.

### **Mode of Assessment**

| Type      | Method     | Description                           | Length | Weighting | Final Assess' |
|-----------|------------|---------------------------------------|--------|-----------|---------------|
| Summative | Coursework | Individual assignment<br>(2000 words) |        | 100%      | Yes           |

### Legacy Code (if applicable)

MAN4222M

### Reading List

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