

HRM in Context

Module Code:	HRM7016-B
Academic Year:	2018-19
Credit Rating:	20
School:	School of Management
Subject Area:	Human Resource Management
FHEQ Level:	FHEQ Level 7 (Masters)

Pre-requisites:

Co-requisites:

Contact Hours

Type	Hours
Lectures	22
Tutorials	12
Directed Study	166

Availability Periods

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

Module Aims

This module provides learners, first, with an understanding of the principal internal and external environmental contexts of contemporary organisations, including the managerial and business context, within which managers, HR professionals and workers interact in conditions of environmental turbulence. Second, it examines how those leading organisations respond to these dynamic environmental contexts. Third, it indicates how managers and leaders in organisations need to recognise that corporate decisions and HR choices are not always shaped by managers alone but by internal and external forces.

Outline Syllabus

- 1) Understand, analyse and critically evaluate contemporary organisations and their principal environments.
- 2) Understand, analyse and critically evaluate the managerial and business environment within which HR professionals work
- 3) Understand, analyse and critically evaluate how organisational and HR strategies are shaped by and developed in response to internal and external environmental factors
- 4) Understand, analyse and critically evaluate globalisation and international forces and how they shape and impact on organisational and HR strategies and HR practices.
- 5) Understand, analyse and critically evaluate the market and competitive environments of organisations and how organisational leaders and the HR function respond to them.
- 6) Understand, analyse and critically evaluate demographic, social and technological trends and how they shape and impact on organisational and HR strategies and HR practices
- 7) Understand, analyse and critically evaluate government policy and legal regulation and how these shape and impact on organisational and HR strategies and HR practices.

Module Learning Outcomes

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

- 1 Understand, analyse and critically evaluate contemporary organisations and their principal environments.
- 2 Understand, analyse and critically evaluate the managerial and business environment within which HR professionals work.
- 3 Understand, analyse and critically evaluate how organisational and HR strategies are shaped by and developed in response to internal and external environmental factors.
- 4 Understand, analyse and critically evaluate the market and competitive environments of organisations and how organisational leaders and the HR function respond to them.
- 5 Understand, analyse and critically evaluate globalisation and international forces and how they shape and impact on organisational and HR strategies and HR practices.
- 6 Understand, analyse and critically evaluate demographic, social and technological trends and how they shape and impact on organisational and HR strategies and HR practices.
- 7 Understand, analyse and critically evaluate government policy and legal regulation and how these shape and impact on organisational and HR strategies and HR practices.

Learning, Teaching and Assessment Strategy

Student learning will be directed, supported and reinforced through a combination of lectures, staff-led small group sessions, the VLE (or equivalent) activities and guided private study. Sessions may be delivered weekly or in blocks. Small group sessions will use practical application of cases and case studies with oral feedback given in the class. All teaching will be supported by information supplied on the virtual learning environment (VLE)

Mode of Assessment

Type	Method	Description	Length	Weighting	Final Assess'
Summative	Examination - closed book	Examination - closed book (1.5hrs)	1.5 hours	50%	Yes
Summative	Coursework	Individual assignment (2000 words)	-2000 words	50%	No

Legacy Code (if applicable)

MAN4323D

Reading List

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