

Module Details	
Module Title	Reward Development and Talent Management
Module Code	HRM6009-B
Academic Year	2020/1
Credits	20
School	School of Management
Subject Area	Human Resource Management
FHEQ Level	FHEQ Level 6
Pre-requisites	HRM5008-B, RPL5000-R
Co-requisites	N/A

Contact Hours	
Type	Hours
Lectures	12 (face to face)
Online Lecture (Synchronous)	12
Seminars	6
Online Seminar (Synchronous)	6
Directed Study	164

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 1

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 issues 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.

Learning Outcomes

Outcome Number	Description
01	1. To enable students to understand the business context of rewards and its impact on employee performance
02	2. To develop an understanding of the key labour market issues and their significance for personnel planning and recruitment.
03	3. To equip students with methods and techniques to inform talent planning and recruitment activities.
04	4. To understand how to engage and retain employees, and manage dismissal, redundancy and retirement issues ethically and legally.

Learning, Teaching and Assessment Strategy

This module will be delivered through lectures, seminars and directed study. The lectures (online and face-to-face) will provide students with the basic materials in each 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 seminars (online and face-to-face) 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 provide 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 (30%) in which students make HR evidence-based decisions (1a, 1b, 1c, 2a, 2b, 3a, 3b, 3c, 3d, 3e), and a 2 hr open 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	Weighting
Summative	Examination - Open Book	Open book exam (2 Hours)	2 hour	70%
Summative	Coursework	Group assignment 2000 words	N/A	30%

Reading List

To access the reading list for this module, please visit <https://bradford.rl.talis.com/index.html>

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.

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