

Module Details	
Module Title:	Human Resource Management
Module Code:	LEM7023-C
Academic Year:	2020-21
Credit Rating:	30
School:	School of Nursing and Healthcare Leadership
Subject Area:	Leadership and Management (Health)
FHEQ Level:	FHEQ Level 7 (Masters)
Pre-requisites:	
Co-requisites:	

Contact Hours	
Type	Hours
Lectures	12
Tutorials	24
Directed Study	264

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 1 (Sep - Jan)
BDA	University of Bradford / Semester 2 (Feb - May)

Module Aims
To provide students with the opportunity to develop a critical understanding of human resource management theory and practice. To provide students with the opportunity to explore and analyse different approaches and techniques to human resource management.

Outline Syllabus
An introduction to the different theories and models of Human Resource Management. Human Resource Management in health and social care. Strategic Human Resource Management. Human Resource Planning and factors affecting this; workforce issues (eg planning the future dementia workforce), recruitment, selection and retention policies and procedures. Human

resource management and labour market analysis, the concepts of flexibility, alternative ways of working; skills mix and skill substitution. Managing equality and diversity. Learning and development. Strategic aspects of performance, performance management and reward; performance review, performance development plans, managing absence and attendance, managing difficult performance. Developing and sustaining employee engagement. Emerging issues in Human Resource Management work-life balance, the future of work; sustainable Human Resource Management practices. Other Human Resource Management issues that emerge will be incorporated into the syllabus.

Learning Outcomes

1	1a.Critically analyse different theories and approaches to Human Resource Management. 1b.Critically analyse and evaluate different Human Resource Management techniques.
2	2a.Critically evaluate Human Resource Management theories and tools to effectively manage human resources. 2b. Analyse and apply different Human Resource Management developments and practices in the health and social care sectors. 2c.Develop skills in the analysis of Human Resource issues and the formulation of appropriate Human Resource Management responses.
3	3a. Manage complex ideas 3b.Problem solve. 3c.Communicate complex ideas.

Learning, Teaching and Assessment Strategy

LO 1a-2c are developed & achieved through a series of contextualising workshops/lectures that cover key topics that will be further explored in; student-centred directed learning activities such as workshops, group seminars & student directed study using VLE. Evidence based content will be delivered by faculty experts & students will be encouraged to identify evidence based arguments & critique these in relation to their practice. Different methods will be used to explore the subjects explored in the workshops/lectures & provide students with the opportunity to discuss & analyse the topics and to improve their communication & presentation skills (LO 3a and 3c). Extensive use is made of the Virtual Learning Environment & this medium is used to complement workshops/lectures, to support students and includes relevant web-sites, documents & a range of online resources such as You-Tube clips and Podcasts. LO 1a-3c will also be addressed using directed student study, this will enable students to develop & expand their knowledge & analytical skills by undertaking guided reading, preparing for workshops & group work/presentations in workshops. LO 1a-3c are assessed via a summative written assessment. Students will be able to submit work prior to the final submission date & receive formative feedback. This will allow them to submit & receive formative feedback once on a detailed outline plan as well as a draft of their assignment. Reviewers will sample approximately 500 words of the draft assignment & will provide developmental comments on aspects of writing, for style and relevant content.

Mode of Assessment

Type	Method	Description	Length	Weighting
Summative	Coursework	The assessment is a 4000 word essay which	0 hours	100%

		allows students to critically analyse aspects of Human Resource Management		
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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.