

Module Details	
Module Title	Human Resource Management (In Company)
Module Code	HRM4008-B
Academic Year	2021/2
Credits	20
School	School of Management
FHEQ Level	FHEQ Level 4

Contact Hours	
Type	Hours
Lectures	12
Tutorials	12
Directed Study	176

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 3
BDB	University of Bradford / Semester 3

Module Aims
1. To give an understanding of the nature of work, particularly the partial coincidence of interest and the asymmetries of power between employees and employers. 2. To review various topical initiatives in the workplace and consider the impact they have. 3. To examine the nature of the HRM function in its historical and organisational context. 4. To examine the strategic contribution of HRM to organisational effectiveness. 5. To evaluate current and developing practice in selected areas of HRM, including consideration of sustainable development in this regard.

Outline Syllabus

HRM is a topical module and the exact subjects taught may vary from year to year.

Typical subjects will include:

Nature of HRM;

HR Strategy and competitive advantage;

HRM Planning;

Strategic Recruitment and Selection;

Leadership and HRM;

Performance Appraisal;

Ethical Issues in Contemporary HRM;

Diversity in HRM Rhetorics and Realities;

Managing Leadership and Ethics.

Introduction to Reward Systems;

Pay Structures;

Payment Systems (Performance Pay, National Pay and Minimum Wage);

Job Evaluation and Equality;

Pay Comparison and Surveys;

Rewarding Performance;

Future of Human Resource Management.

Learning Outcomes

Outcome Number	Description
01	1.1 Demonstrate an understanding of the sociological and social dimension and employment. 1.2 Demonstrate an understanding of HR decisions from employee entry to employee development; 1.3 Appreciate ethical and lawful issues related to HR systems and processes; 1.4 Appreciate the role of HR practices for employee well-being and health and safety; 1.5 Demonstrate an understanding and contrast approaches to resourcing and talent management; 1.6 Evaluate different approaches to motivating and managing performance.
02	2.1 Analyse social aspects of working lives using examples from literature and applying them to your own experiences and human resource principles; 2.2 Demonstrate awareness of the implications of the differences in individuals at work, human resource systems and process, and the nature of organisations.
03	3.1 Develop analytical skills and an awareness of the difference and diversity with regard to organisational culture and amongst a group of employees in a multicultural society like the UK; 3.2 Learn to take account of the views and needs of others when considering your own behaviour and responses to things which happen as you engage in the work you are employed to do in the setting in which it takes place

Learning, Teaching and Assessment Strategy

Formal taught sessions will be supported by on-line resources and specific support from the sponsoring organisation as appropriate. The module will be delivered through lectures, tutorials work based tasks 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 and references are provided in the study materials to guide the you in independent study (Learning outcomes LO1, 1.2, 1.3, 1.4 1.5, 1.6, 2.1, 3.1, 3.2, 3c). Lectures are complemented by tutorial seminars, that are designed to consolidate students` understanding by providing opportunity to apply them and explore them in relation to case studies and through group activities.

Coursework will include a reflection on your experience and learning.

Mode of Assessment			
Type	Method	Description	Weighting
Summative	Coursework - Written	Individual assignment 4000 words	100%

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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