

Module Details	
Module Title	HRM in Context
Module Code	HRM7501-B
Academic Year	2022/3
Credits	20
School	School of Management
FHEQ Level	FHEQ Level 7

Contact Hours	
Type	Hours
Lectures	22
Tutorials	10
Directed Study	168

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

Module Aims
This module provides learners with an understanding of the role and contribution of Human Resource Management (HRM) as a discipline and function in contemporary organisations. This includes consideration of the principal internal and external environmental contexts of organisations, including the managerial and business context, within which managers, HR professionals and workers interact. The module also examines how those leading HRM in organisations respond to these dynamic environmental contexts and 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
The module covers a range of perspectives and debates surrounding the impact of Human Resource Management on organizational performance. This module seeks to cover the employee lifecycle in an organisation from recruitment through to exit. Lecture themes include: HRM strategies from best-practice, best-fit and the resource based view (RBV) perspectives, selection and assessment, organisational entry, socialisation and the psychological contract, rewards and talent management, employee exit.

Learning Outcomes	
Outcome Number	Description
01	Understand, analyse and critically evaluate contemporary organisations and their principal environments.
02	Understand, analyse and critically evaluate the managerial and business environment within which HR professionals work.
03	Understand, analyse and critically evaluate how organisational and HR strategies are shaped by and developed in response to internal and external environmental factors
04	Understand, analyse and critically evaluate the market and competitive environments of organisations and how organisational leaders and the HR function respond to them
05	Understand, analyse and critically evaluate globalisation and international forces and how they shape and impact on organisational and HR strategies and HR practices.
06	Understand, analyse and critically evaluate demographic, social and technological trends and how they shape and impact on organisational and HR strategies and HR practices.
07	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). Tutorials will be used to reinforce the taught component and formative assessments will allow for monitoring progress. These will be supplemented by web-based learning and self-directed learning to support each topic will take place within the directed study time. Formative feedback is provided in the tutorials and lectures. The summative assessment is a written assignment of up to 3000 words.

Mode of Assessment			
Type	Method	Description	Weighting
Summative	Coursework - Written	Individual Assignment (3000 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.

