

Module title: Human Resource Management in Context

Module code:	MBAHRMC	NQF level:	Level 7
Credit value:	10 credits	Study duration:	6 weeks

Module description

This module introduces you to Human Resource Management (HRM) as an organisational practice distinct from more traditional approaches to managing people at work. The first half of the module examines a wide range of concepts, theories and models which will help you to gain a full understanding of the nature of contemporary HRM.

You will explore the people management practices of companies, the thinking behind these and the impact these practices have both on employees and on the companies themselves. The second half of the module addresses key practical issues of people management at work and how these have become more important as a result of recent changes in the work environment. You will also consider the challenges facing future generations of HRM practitioners.

Aims

The module will:

- Critically evaluate the internal and external environmental contexts of socially responsible contemporary organisations
- Critically understand how organisational and HR strategies are shaped by, influenced and developed in response to internal and environmental considerations
- Introduce the implications for professional practice and provide a rationale of the opportunities for applied learning and continuous professional development
- Reflect critically on theory and practice from an ethical and professional standpoint

Learning outcomes

On completion of the module students will be able to examine, analyse, critically evaluate and synthesise:

- Contemporary organisations and their principal environments
- The managerial and business environment within which HR professionals work
- How organisational and HR strategies are shaped by and developed in response to internal and external environmental factors, including:
 - The market and competitive environments of organisations
 - Globalisation and international forces
 - Demographic, social and technological trends
 - Government policy and legal regulation
 - Corporate Social Responsibility

Units covered

- 1) HRM – What and Why?
- 2) The changing labour landscape
- 3) The national and international context of HRM
- 4) Managing the contemporary workplace
- 5) The changing career landscape
- 6) Current trends and future challenges in HRM

Learning and teaching methods

The learning and teaching methods for the module follow the online delivery strategy for the programme as a whole. The module will be delivered by reading materials available on the learning platform supported by pre-recorded lecturecasts, synchronous Question and Answer (Q&A) sessions and directed independent study. Students will be encouraged to identify and share relevant resources and are expected to extend and enhance the knowledge and understanding they acquire by regularly consulting on-line library materials relating to the course. Tutor support will be available to students via online office hours, pre-arranged telephone and/or Skype calls and email communication.

Assessment

Description of unit of assessment	Length / Duration	Submission Date	Weighting
2 Assessed Discussion Activities	Two weeks	Weeks 2 and 4	20%
Journal Entries	200 - 300 words each	Weeks 2, 4 and 6	10%
End of Module Project	3000 words	End of module	70%