

Module title: Human Resource Management

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

Module description

Over recent decades, social and political shifts have culminated in the emergence of Human Resource Management (HRM) as an organisational practice distinct from more traditional 'personnel' approaches to managing people at work. An HRM approach takes a strategic view of the organisation's employees as drivers of competitive advantage and HRM functions – resourcing, performance and reward management, employment relations, and learning and development – are correspondingly aligned with this aim. However, the roots of HRM in the neo-liberalism of the 1980's in the USA and UK in particular mean that the 'employee advocacy' role of the traditional personnel manager has been eclipsed in favour of activities that further managers' ends, making a critical interrogation of HRM rhetoric and practice an essential part of any socially responsible management education. This module is an essential part of the MSc Management suite of programmes and on successful completion, students will have a critical understanding of the theory and practice of HRM in domestic and international contexts, as well as an awareness of how HR practices impact both on the individual and wider social structures.

Aims

- To introduce students to the theory and practice of HRM
- To provide critical approaches to understanding the impact of HRM on a range of stakeholders
- To consider the strategic influence of HRM on sustainable business performance
- To review contemporary HRM developments and debates relating to moral issues in organisations

Learning outcomes

On completion of this module students will be able to:

- Demonstrate an understanding of key perspectives, theories and concepts that inform historical and contemporary understandings of HRM
- Analyse the effects of HRM practices and ideologies within a wider social, economic, political and ethical context
- Critically evaluate the significance of HRM for firms' performance
- Show awareness of current debates and challenges facing HRM in a contemporary context

Units covered

- 1) HRM in a business context
- 2) Resourcing and developing the organisation
- 3) Managing performance: reward and wellbeing
- 4) Social responsibility and HRM: ethics, equality and diversity
- 5) HRM in a global context

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	2,500 – 3,000 words	End of module	70%