

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

# Human Resource Management

## Module description

Over recent decades, social and political shifts have culminated in the emergence of Human Resource Management (HRM) as an organizational practice distinct from more traditional 'personnel' approaches to managing people at work. An HRM approach takes a strategic view of the organizations' 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 managerialist ends, making a critical interrogation of HRM rhetoric and practice an essential part of any socially responsible management education. 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.

## This module aims to:

- Introduce students to the theory and practice of hrm
- Provide critical approaches to understanding the impact of HRM on a range of stakeholders
- Consider the strategic influence of hrm on business performance
- Review contemporary HRM developments and debates

## 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 and political context
- critically evaluate the significance of HRM for firms' performance
- show awareness of current debates and challenges facing HRM in a contemporary context

## Syllabus

- HRM in a business context
- Resourcing and developing the organization
- Managing performance: reward and wellbeing
- Social responsibility and HRM: ethics, equality and diversity
- HRM in a global context

## Learning and teaching methods

The learning and teaching methods for the module follow the intended 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 lectures, synchronous question and answer (Q&A) sessions, group and individual tasks, and directed independent study. Students will be encouraged to identify and share relevant web-based resources and are expected to extend and enhance the knowledge and understanding they acquire by regularly consulting online library materials relating to the course. Lecturers engage students outside the classroom through online office hours, appointments and email communication.

Description of unit of assessment	Length/Duration	Submission date	Weighting
4 x assessed discussion activities	Two weeks	Every two weeks	20%
End of module project	3,000 words		70%
Journal entries	300-500 words	Every two weeks	10%