

Module code	SHRD_PBUS7E	NQF level	7
Credit value	20	Study duration	6 weeks

Strategic Human Resource Development

Module description

The overarching objective of this module is to introduce students to the concept and significance of strategic Human Resource Development (HRD) in a global context. HRD has come to prominence over recent decades and is now an accepted practice, central to the development of talent within an organisation, in achieving its economic and social-cultural objectives. The module critically engages strategic HRD as well as learning and talent development practices and policies at individual, group, organisational, national and international levels.

This module aims to:

- Provide the foundation for the in-depth study of human resource development theory and practice in a global economy
- Enable students to develop a detailed awareness of the key aspects of delivering effective and efficient HRD strategies within local, national and international contexts
- Develop critical awareness of the theory and practice of HRD including learning and talent development methods, policies and strategies in a global context
- Draw from a wide range of settings and countries to enhance and support situated learning

Learning outcomes

On completion of this module, students will be able to:

- critically evaluate contemporary research in the field of human resource development (HRD)
- critically discuss the differences between HRD strategies, orientations and cross-cultural differences in a global context
- debate and critically evaluate the characteristics of effective talent development practices and strategies and the methods used to develop, train, educate and retain people in global organisations
- critically discuss the importance of operating ethically and professionally when designing and delivering learning and talent development opportunities
- examine and engage the critical contribution of the initiation, design, development and implementation of HR learning and talent development interventions, practices and strategies

Syllabus

- Nature and meaning of Strategic HRD
- HRD strategies
- Ethical learning and talent development
- Individual, group and organisational learning
- The practice of training
- Learning transfer and evaluating HRD interventions
- Critical perspectives on workplace learning
- Managing graduate talent and career development

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 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
2 x assessed discussion activities	Two weeks	Units 2/3 and 8/9	20%
Mid module assessment	2,000 words	Unit 6	40%
Training plan/coaching essay	2,000 words	Unit 12	40%