



Module code	SHRM	NQF level	6
Credit value	15	Study duration	9 weeks

Strategic Human Resource Management

This module aims to:

- Develop your understanding of the role Strategic Human Resource Management (SHRM) plays in organisational effectiveness
- Learn about approaches to strategy and strategic management, and how HRM can support this
- Explore specific SHRM processes including workforce planning, performance management, reward, employment relations and learning & development, as well as understanding the role SHRM plays in change, and international business

Learning outcomes

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

- critically evaluate the major theoretical approaches to the development of corporate and business strategy
- demonstrate the link between business strategy and human resource management
- explain the concept of strategic HRM and evaluate its potential contribution to organisational objectives

Syllabus

- Introduction to Strategic HRM
- Principles underpinning SHRM
- Strategic human resource planning
- Flexibility of labour
- The pursuit of quality
- Managing the employment relationship
- Strategic Human Resource Development
- SHRM and the management of change
- SHRM in an international 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 through the provision of specified reading materials on the virtual learning platform, which shall be supported by specified discussion forums and lecturecasts, and tutor support will be available to students via phone, email, and a fortnightly synchronous question and answer (Q&A) session.

Description of unit of assessment	Length/Duration	Submission date	Weighting
Discussion contribution	2 weeks	End of Unit 2 and Unit 6	20%
Mid-module assignment	1,500-2,000 words	End of Unit 4	30%
End of module project	1,500-2,000 words	End of Unit 9	30%
Journal entries	300-500 words	Bi-weekly submission	20%