

## Module title: Strategic Human Resource Management

<b>Module code:</b>	SHRM	<b>NQF level:</b>	Level 6
<b>Credit value:</b>	15 credits	<b>Study duration:</b>	9 weeks

### Module description

This module is concerned with the major challenges involved in managing people within organisations in the 21st century. The emphasis will be placed on developing a critical appreciation of strategic human resource management (SHRM) and its potential contribution to organisational effectiveness in the private, public and voluntary sectors of the economy. Human resource management is a dynamic area of study and the module will concentrate on contemporary issues that are at the cutting edge of the subject. This will include examining the debate about fairness at work, flexibility of labour, managing with or without trade unions, partnerships at work, organisational culture and the impact of globalisation.

### Aims

- Develop a clear understanding of the major theoretical approaches to the development of corporate and business strategy
- Examine the link between business strategy and human resource management
- Develop a critical appreciation of strategic HRM and its potential contribution to organisational objectives
- Critically analyse the influence of organisation culture on HRM and the attainment of organisational objectives

### 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

- Development of strategic management
- Development of HRM
- Commitment
- Flexibility
- Quality
- The new industrial relations
- The social partnership
- Organisation culture
- Industrial democracy
- Workplace learning

### 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.

### Assessment

Description of unit of assessment	Length / Duration	Submission Date	Weighting
Discussion contributions	Fortnight	End of Unit 2 and Unit 6	20%
Mid-module Assignment	1,500-2,000 words	End of Unit 4	30%
Journal Entries	300-500 words	Bi-weekly submission	20%
End of Module Project	1,500-2,000 words	End of Unit 9	30%