

MODULE CODE: LCMB7000
TITLE: Human Resource Management
DATED: 13/06/2018

LEVEL: 7
CREDITS: 20

JACS CODE: N600

AIM(S)

To develop a critical and analytical understanding of the changing nature of HRM in a global context, from a primary focus on supporting line managers to manage their people well, to a more specialised and professional one of delivering sustainable organisation capability and performance.

LEARNING OUTCOMES

Upon the successful completion of this module, the student should be able to:

- Critically review and appraise current research and advanced scholarship so to enable them to evaluate managerial and business environments.
- Demonstrate a systematic understanding of current issues in HRM and IHRM within a variety of organisations so to enable them to manage effectively the design and implementation of fair, efficient and effective policies and procedures that serve to deliver upon the strategic aims of the organisation.

INDICATIVE CONTENT

- The history and context of HRM and a critical appraisal of the HR function, role and standing within varying sectors including small, medium and large enterprises nationally and internationally.
- Organisation design, culture and development including the analysis of internal and external environments that impact upon the work of personnel professionals.
- National and international employment markets from which organisations source and mobilise staff; how employment markets are evolving and/or changing.
- Human resource planning processes employed by organisations and how these are now influenced by technology, including administering these processes lawfully, fairly, efficiently and effectively.
- Socialising personnel into the organisation; building the business activist; employer bonding and branding.
- Processes of managing performance; innovating new working practices; delivering outstanding customer service; breeding an environment where talent may grow; job design.

- Ethics and professionalism; commitment to equality of opportunity; managing diversity.

LEARNING AND TEACHING STRATEGY

The study time for the module is divided as follows:

Activity type	Hours	Percentage
Scheduled learning	40	20
Independent learning	160	80
Placement learning		
TOTAL	100	100%

ASSESSMENT

Assessment Component 1

(Tick one)

☐ Written exam ☒ Coursework ☐ Practical

Mode of assessment	Volume	Weighting
Course work	One 2500 words	50%

Assessment Component 2

(Tick one)

☐ Written exam ☐ Coursework ☒ Practical

Mode of assessment	Volume	Weighting
Presentation & Report	2,500 words or equivalent	50%

Assessment Summary

Activity type	Percentage
Written exam	
Coursework	50%
Practical	50%
TOTAL	100%

READING LIST

Module Code	LCMB7000	
Module Title	Human Resource Management	
Classification	Reading List entry	Electronic*
Essential	Armstrong M. (2012) Armstrong's Handbook of Human Resource Management Practice 12th Ed.	☒
Essential	Henderson, I. (2011) Human Resource Management for MBA Students, London: CIPD.	☒
Further	Beardwell, I. and Gold, J., (2009) Human Resource Development, Basingstoke: Palgrave Macmillan.	☒
Further	Bratton J and Gold J (2012) Human Resource Management Theory and Practice 5th Ed Palgrave.	☒

Further	Cook, M. (2009) Personnel selection: adding value through people. 5th ed. Chichester: John Wiley.	☒
Further	Dowling, P., Festing, M. and Engle, A. D. (2007) International human resource management: managing people in a multi-national context. 5th ed. London: Thomson Learning.	☒
Further	Edenborough, R. (2007) Assessment methods in recruitment, selection and performance: a manager's guide to psychometric testing, interviews and selection. London: Kogan Page.	☒
Further	Marchington, M. and Wilkinson, A. (2008) Human Resource Management at Work, Wiltshire: CIPD	☒
Further	Pilbeam, S. and Corbridge, M. (2006) People resourcing: contemporary HRM in practice. 3rd ed. Harlow: Financial Times / Prentice Hall.	☒