



UNIVERSITY OF WALES: TRINITY SAINT DAVID
PRIFYSGOL CYMRU: Y DRINDOD DEWI SANT

School of Business

London Campus

Human Resource Management
LCMB7000

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 - Coursework

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

Assessment Component 2 (Practical) – Presentation & Report

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

Human Resource Management (LCMB7000)

Essential reading

Armstrong, M. (2014) *Armstrong's handbook of human resource management practice*, 13th edition. Stephen Taylor (ed.). London, Kogan Page.

Torrington, D. (2020) *Human resource management*. Eleventh edition. Harlow, England, Pearson.

Further reading

Allen, D.G. (2012) *Managing employee turnover [electronic resource] dispelling myths and fostering evidence-based retention strategies*. 1st ed. Phillip C. Bryant (ed.). [New York, N.Y.] (222 East 46th Street, New York, NY 10017) Business Expert Press.

Armstrong, M. (2011) *Armstrong's handbook of strategic human resource management*. Fifth edition. London, Kogan Page.

Armstrong, M. (2016) *Armstrong's handbook of management and leadership for HR : developing effective people skills for better leadership and management*. Fourth edition. London, England ; Philadelphia, Pennsylvania ; New Delhi, India ; London, England ; Philadelphia, Pennsylvania ; New Delhi, India ; London, England ; Philadelphia, Pennsylvania ; New Delhi, India :, Kogan Page.

Briscoe, D.R. (2007) *International human resource management [electronic resource] : policy and practice for multinational enterprises*. 3rd ed. Randall S. Schuler & Lisbeth M. Claus (eds.). Abingdon [England] ; New York, NY :, Routledge.

Carolina Machado & Pedro. Melo (eds.) (2014a) *Effective human resources management in small and medium enterprises global perspectives*. Hershey, Business Science Reference.

David G. Collings, Kamel Mellahi, & Wayne F. Cascio (eds.) (2017a) *The Oxford handbook of talent management / [electronic resource]*. Oxford University Press.

Gibb, S. (2011) *Human resource development: foundations, process, contexts*. 3rd edition. Basingstoke, Palgrave Macmillan.

Holbeche, L. (2009) *Aligning human resources and business strategy [electronic resource]*. 2nd ed. Amsterdam; Boston, Butterworth-Heinemann.

Hugh. Scullion & David G. Collings (eds.) (2011) *Global talent management [electronic resource]* New York, Routledge.

Heery, E. (2017) *A dictionary of human resource management / [electronic resource]*. 3 ed. Mike Noon (ed.). [Oxford] :, Oxford University Press.

Muller, M. (2013) *The manager's guide to HR [electronic resource] : hiring, firing, performance evaluations, documentation, benefits, and everything else you need to know*. 2nd ed. New York :, AMACOM American Management Association ; Society for Human Resource Management.

Patricia Ordóñez de Pablos & Robert D. Tennyson (eds.) (2014b) *Strategic approaches for human capital management and development in a turbulent economy [electronic resource]*.

Hershey, PA, Business Science Reference.

Pilbeam, S. (2010) *People resourcing and talent planning: HRM in practice*. Fourth edition. Marjorie Corbridge (ed.). Harlow, England, FT Prentice Hall.

Sparrow, P. (2004) *Globalizing human resource management [electronic resource]*. Chris. Brewster & Hilary Harris (eds.). London; New York, Routledge.

Stephen Bach & Martin R. Edwards (eds.) (2013) *Managing human resources: human resource management in transition*. 5th ed. Hoboken, New Jersey, Wiley.

Tony Edwards & Chris Rees (eds.) (2017b) *International human resource management: globalization, national systems and multinational companies*. Third edition. Harlow, England Pearson.