

Module code: MOD003335	Version: 1 Date Amended: 02/Mar/2012
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1. Module Title
Resourcing the Organisation

2a. Module Leader	2b. Department	2c. Faculty
Null	Department of Leadership and Management	Lord Ashcroft International Business School

3a. Level	3b. Module Type
5	Standard (fine graded)

4a. Credits	4b. Study Hours
30	300

5. Restrictions			
Type	Module Code	Module Name	Condition
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Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:			

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description
This module aims to develop the key elements of human resourcing in organisations along the lines of an input, process, output model. The module examines the contribution that human resourcing can make to organisational goals. More specifically the module deals with those human resourcing activities that are likely to be within the line manager's experience. These span the human resourcing process where the manager seeks to identify the need for human resources, resource the organisation and motivate and develop people within the organisation, through to employee withdrawal and redundancy. Assessment of this module is via a written midterm assignment and a final project.

6b. Outline Content
- The management of human resources (MHR) arena - Human Resourcing and its environmental context - Human resource planning/Strategy - Recruitment and selection - Managing Diversity - Managing performance - Managing poor performance - Job design - Strategic Management of Employee Well Being - Reward management - Employee withdrawal/Redundancy - Redundancy

6c. Key Texts/Literature
Stephen Pilbeam and Marjorie Corbridge, People Resourcing and Talent Planning: HRM in Practice, 4th Edition, FT Prentis Hall, ISBN-10: 0273719548
<i>Last Updated:</i>

6d. Specialist Learning Resources
N/A

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Analyse the content and impact of the internal and external contexts of human resourcing and distinguish between a number of models of human resources in organisations and their theoretical and practical implications.
2	Knowledge and Understanding	Design, implement and evaluate a system for human resource planning and analyse and apply best practice models of recruitment and selection.
3	Knowledge and Understanding	Analyse the way performance appraisal is managed and develop strategies for managing the poor performer within a legal and ethical framework.
4	Intellectual, practical, affective and transferrable skills	Critically evaluate and deconstruct the concept of employee withdrawal and redundancy and evaluate strategies for managing employee absence and turnover and redundancy.

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2016/7	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	24	1-4	3 hours weekly, delivered through lectures and tutorials (24 hours of lectures + 48 hours of tutorials) or equivalent.
Other teacher managed learning	48	1-4	3 hours weekly, delivered through lectures and tutorials (24 hours of lectures + 48 hours of tutorials) or equivalent.
Student managed learning	228	1-4	228 hours during the study period of tutor led and/or individual focussed study including reading, exercises, case studies and library research.
TOTAL:	300		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Coursework	1	50 (%)	Fine Grade	30 (%)
Details:		ASSIGNMENT - 2500 WORDS			
Assignment - 2500 words.					
011	Practical	1-4	50 (%)	Fine Grade	30 (%)
Details:		EXAMINATION - 3 HOURS			
Examination - 3 hours.					

In order to pass this module, students are required to achieve an overall mark of 40%.
In addition, students are required to:
(a) achieve the qualifying mark for each element of fine graded assessment of as specified above
(b) pass any pass/fail elements