

Module code: MOD003486	Version: 2 Date Amended: 02/Mar/2012
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1. Module Title
Managing Human Resources

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
The management of Human Resources (HR) is both a major specialist organisational function and a responsibility of line management. It is vital that any student, preparing for the international business world, should have an understanding of the HR function. This module aims to introduce students to both the theoretical basis for Human Resource Management and the range of activities covered by the function. It will also explore the role that HRM plays in the strategic planning and development of domestic and multi national organisations. Assessment of this module is a midterm assignment and a final portfolio presentation. Multiculturalism has also been considered during the design of this module.

6b. Outline Content
-The origins and theoretical basis of Human Resource Management -HRM and corporate strategy -Employee Resourcing, including recruitment and selection, performance management and release. -Employee Development, including learning, development, and training. The identification of training and development needs, the development cycle, delivery of training and development. - Employee Relations, including the psychological contract, contractual arrangements between employer and employee, current approaches to the management of ER, role of different stakeholders in the employment relationship, discipline and grievance and relevant employment law. -Managing Diversity -Reward Management, including job evaluation, payment systems, and other types of reward. -Multiculturalism and HRM -International HRM

6c. Key Texts/Literature
Key Text: Armstrong M. (2006) A Handbook of Human Resource Management (10th edn) London, Kogan Page Additional / Supplemental Reading Material: Beardwell I.,ClaydonT. And Beardwell J. (2007) Human Resource Management: a contemporary approach Harlow, FT Prentice Hall/Pearson Education Foot M and Hook C. (2005) Introducing Human Resource Management (4th edn) Harlow, FT Prentice Hall/Pearson Education Journals Human Resource Management Journal IRS Employment Review HR and Related Websites ACAS: www.acas.org.uk CIPD: www.cipd.co.uk DTI: www.dti.gov.uk EOC: www.eoc.org.uk
<i>Last Updated: 03/08/2009</i>

6d. Specialist Learning Resources
None

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	Explore and evaluate the theoretical underpinning of Human Resource Management and identify current issues in its development;
2	Knowledge and Understanding	Understand and analyse the relationship between HRM and corporate strategy;
3	Intellectual, practical, affective and transferrable skills	Explore, analyse and seek to plan to use a range of activities which form part of the HRM function;
4	Intellectual, practical, affective and transferrable skills	Examine the internal and external factors that can influence the employment relationship.

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 Compensation not allowed London College of Accountancy					
011	Coursework	1-4	50 (%)	Fine Grade	30 (%)
Details:	PORTFOLIO PRESENTATION - EQUIVALENT TO 3000 WORDS				
Portfolio Presentation - Equivalent to 3000 words Compensation not allowed London College of Accountancy					

**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