HRM5008-B module descriptor	
Module Title	Human Resource Management
Credit Level	20 credits (FHEQ Level 5)
Session	2026/7 academic year
BDA occurrence	Semester 1 available at University of Bradford

Transparency notice

This specification for module code HRM5008-B has been generated automatically in advance of the academic year 2026/7. Every effort has been made to ensure that the information is accurate at the time of publication, but changes permitted by our Student Contract Terms and Conditions could be made in the interval between publishing and commencement of teaching; where changes impact the terms and conditions of an applicant's or student's offer, these are communicated to them as soon as possible.

HRM5008-B module aims

1. To understand the nature of work, particularly the partial coincidence of interest and the asymmetries of power between employees and employers.
2. To review various topical initiatives in the workplace and consider the impact they have in different types of organisation and on employees and employers.
3. To examine the nature of the HRM function in its historical and Organisational context.
4. To examine the strategic contribution of HRM to organisational effectiveness.
5. To evaluate current and developing practice in selected areas of HRM, including consideration of sustainable development in this regard.

HRM5008-B module learning outcomes

No.	Students completing the module will be able to:
01	a) Understand the role of HR in contemporary organisations and the internal and external factors impacting upon HR. (b) Evaluate the HR function and its relationship with organisational performance. (c) Demonstrate a knowledge of managing and responding to changes in business environments. (d) Understand the main processes involved in various workplace initiatives and the issues of sustainable development within these. (e) Understand how HR strategies and practices are developed and implemented. (f) Appreciate the impact of HR strategies and practices on employees and employers and their different interests.
02	a) Evaluate the internal and external factors affecting HR in organisations. (b) Recognise the role of HR in responding to changes in business environments. (c) Assess the role and purpose of the HR function in different types of organisations. (d) Understand and appreciate various models of HRM and how to evaluate the HR function.
03	a) Present a coherent argument in writing or orally. (b) Judge between various forms of evidence and discuss the differences between them. (c) Critically analyse material. (d) Work in teams and resolve HRM problems. (e) Self-manage written assessments to deadlines for submission by individual research using IT skills and IT research of journals and reports.

HRM5008-B module outline syllabus

HRM is a topical module and the exact subjects taught may vary from year to year. Typical subjects will include: Nature of HRM; HR Strategy and competitive advantage; HRM Planning; Strategic Recruitment and Selection; Leadership and HRM; Performance Appraisal; Ethical Issues in Contemporary HRM; Diversity in HRM Rhetoric and Realities; and Managing Leadership and Ethics. Introduction to Reward Systems; Pay Structures; Payment Systems (Performance Pay, National Pay and Minimum Wage); Job Evaluation and Equality; Pay Comparison and Surveys; Rewarding Performance; and the Future of Human Resource Management.

For more information, visit the VLE (**Canvas**) page, go to our **Reading Lists webpage for this module** or search **https://bradford.rl.talis.com** for this module.

HRM5008-B module notional learning hours

- 164 hours Directed Study
- 12 hours Lectures
- 24 hours Tutorials

The overall expected hours may include contact time, scheduled learning activity, directed and independent study and any minimum expectations for placement learning. Most learning at the University of Bradford has some online content and sessions which are delivered fully by virtual means are labelled as "online".

HRM5008-B module learning, teaching and assessment

The module will be delivered through lectures, tutorials and directed study.
The lectures (online) will provide you with the basic materials in a given area and act as a base for your wider reading and references are provided in the study materials to guide you in independent study (Learning Outcomes 1a, 2a).
Lectures are complemented by tutorial seminars (online and face-to face) that are designed to consolidate students understanding by providing the opportunity to apply material and explore it in relation to case studies and through small group presentations (Learning Outcome 1a,2a,3a-3d).
Students are asked questions in relation to the cases and these answers form the basis for discussion in class. This discussion provides a mechanism for students to share contrasting perspectives on the HRM areas addressed. (Learning Outcome 1a,2a,2d).
Directed study, provided through the VLE will encourage students to extend the understanding of research and theory in the area of HRM as well as its application to and implications for practical people management problems and challenges. (1a,2a,2d).

The feedback that students receive in tutorials is designed to enable them to evaluate their performance on the course. Summative assessment is by means of one mode of assessment; a 4000 word assignment in which students are asked to consider the application and implication of different aspects of HRM theory, (1a,2a,2d, 3a,3b,3c,3e).

HRM5008-B mode of assessment

Type	Mode	Assessment description	Weight
Summative	Coursework - Written	Individual Assignment 4000 words	100%

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