

Module Details	
Module Title	Human Resource Management (In Company)
Module Code	HRM4008-B
Academic Year	2022/3
Credits	20
School	School of Management
FHEQ Level	FHEQ Level 4

Contact Hours	
Type	Hours
Lectures	10
Tutorials	15.5
Directed Study	174.5

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 3

Module Aims
<ol style="list-style-type: none"> 1. To give an understanding of 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. 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. <p>The module content will also support the development of mapped Knowledge, Skills and Behaviours, as set out in the relevant apprenticeship standard, and highlighted in the syllabus below.</p>

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 Rhetorics and Realities;
- 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;
- Future of Human Resource Management.

Specific Knowledge elements of the relevant apprenticeship standard to be delivered:

- H1.1 Explain recruitment strategies and review the effectiveness of own organisations strategy.
- H1.2 Examine inclusive talent management approaches and how this can be used to recruit, manage, and develop people.
- H1.3 Analyse the use of inclusive talent management within own organisation.
- H2.1 Discuss the use of HR systems and processes to ensure legal requirements, health and safety, and wellbeing needs are met.
- H3.1 Critically evaluate goal setting theories and models.
- H3.2 Set realistic achievable goals for others, monitoring and managing progress towards these.

Content will also support development of the following Skills from the relevant apprenticeship standard:

- H4 Build teams, empower and motivate others to improve performance or achieve outcomes.
- H5 Delegate to others, provide clear guidance and monitor progress.
- H6 Set goals and accountabilities.

Learning Outcomes

Outcome Number	Description
01	Demonstrate an understanding of the sociological and social dimension and employment; Demonstrate an understanding of HR decisions from employee entry to employee development; Appreciate ethical and lawful issues related to HR systems and processes; Appreciate the role of HR practices for employee well-being and health and safety; Demonstrate an understanding and contrast approaches to resourcing and talent management; Evaluate different approaches to motivating and managing performance.
02	Analyse social aspects of working lives using examples from literature and applying them to your own experiences and human resource principles; Demonstrate awareness of the implications of the differences in individuals at work, human resource systems and process, and the nature of organisations.
03	Develop analytical skills and an awareness of the difference and diversity with regard to organisational culture and amongst a group of employees in a multicultural society like the UK; Learn to take account of the views and needs of others when considering your own behaviour and responses to things which happen as you engage in the work you are employed to do in the setting in which it takes place.

Learning, Teaching and Assessment Strategy

In line with programme learning and teaching strategy this module adopts a blended approach to learning and involves 3 main approaches.

1. On campus, face to face teaching over a block week. This will be a mix of lectures and tutorials and will include group work within tutorials. The lectures 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 the you in independent study (Learning outcomes 1, 2, 3). Lectures are complemented by tutorial seminars, that are designed to consolidate students' understanding by providing opportunity to apply them and explore them in relation to case studies and through group activities.

2. An element of distance learning between face to face sessions. For this 20-credit module this will consist of 2 x one-hour sessions run as assessment workshops to allow you to seek clarity on assessment criteria, feedback on assessment progress and interact with fellow apprentices regarding the assessment.

3. Work based learning. You will be set tasks based on applying on-going learning to your work experience.

The above will also be supported by on-line resources and specific support from the sponsoring organisation as appropriate. During directed study you will be expected to read for further knowledge gain and complete work-based tasks and research to help develop your individual coursework and collect relevant evidence that you can apply to the skills and behaviours associated with this subject area and the standard. Coursework will include an element of reflection on your experience.

Mode of Assessment

Type	Method	Description	Weighting
Summative	Coursework - Written	Individual assignment 4000 words	100%

Reading List

To access the reading list for this module, please visit <https://bradford.rl.talis.com/index.html>

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.