

BIC5003-B module descriptor

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| Module Title | Human Resource Management |
| Credit Level | 20 credits (FHEQ Level 5) |
| Session | 2025/6 academic year |
| BDA occurrence | Available at University of Bradford / Non Standard Year |

Transparency notice

This specification for module code BIC5003-B has been generated automatically in advance of the academic year 2025/6. 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.

BIC5003-B module aims

This module aims to develop students' understanding of the purpose, function and strategic significance of Human Resource Management in a variety of organisational contexts. It explores the impact of HR practices on both employers and employees, with a focus on areas such as recruitment, performance management, reward, and employee relations. Students are encouraged to critically examine contemporary challenges including diversity, sustainability and ethical leadership in a globalised business environment. The module supports the development of analytical and reflective skills essential for final-year study and future careers in business and management.

BIC5003-B module learning outcomes

| No. | Students completing the module will be able to: |
|-----|---|
| 01 | Demonstrate an understanding of key principles and functions of human resource management in diverse organisational contexts. |
| 02 | Apply core HRM theories and frameworks to real-world scenarios, including recruitment, performance, reward and leadership. |
| 03 | Analyse HRM problems using theoretical models and demonstrate effective academic writing, communication and collaboration skills. |
| 01 | Demonstrate an understanding of key principles and functions of human resource management in diverse organisational contexts. |
| 02 | Apply core HRM theories and frameworks to real-world scenarios, including recruitment, performance, reward and leadership. |
| 03 | Analyse HRM problems using theoretical models and demonstrate effective academic writing, communication and collaboration skills. |

BIC5003-B module outline syllabus

- * Nature and scope of Human Resource Management
- * Strategic HRM and organisational effectiveness
- * HR planning and recruitment strategies
- * Leadership and performance management
- * Ethics and sustainability in HRM
- * Pay systems and reward strategies
- * Job evaluation, equality and diversity
- * HRM in global and cross-cultural contexts
- * Introduction to training and staff development as part of workforce planning and performance management.
- * The role of HR in supporting change management initiatives in collaboration with senior leadership

This module is informed by the FHEQ Level 5 descriptors and aligns with the QAA Subject Benchmark Statement for Business and Management (2019). It incorporates expectations around people management, employment relations and organisational behaviour. Where applicable, links are made to CIPD guidance and contemporary developments in HRM, preparing students for progression to final-year study and professional settings.

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.

BIC5003-B module notional learning hours

- 50 hours Tutorials
- 150 hours Directed Study

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".

BIC5003-B module learning, teaching and assessment

Teaching is delivered through interactive seminars, workshops and structured group tasks that introduce core HRM concepts and encourage critical reflection on real-world people management challenges. Sessions combine tutor input with case study analysis, small-group discussion and skills-based activities. Students are supported to apply theories to practical examples, including those from their own cultural and organisational contexts. Formative feedback is provided through regular tutor guidance, peer engagement and in-class tasks. Independent study activities and academic skills development are embedded to support progression to final-year undergraduate study. The module is assessed through two equally weighted components: a 2,000-word individual written coursework assignment and a group presentation delivered in pairs or small groups. The written assignment requires students to critically analyse HRM theory and its practical application within an organisational context. This assesses their ability to synthesise key concepts, evaluate HR challenges and propose evidence-based solutions. The group presentation asks students to explore a real-world business case, outlining and evaluating the effectiveness of HRM practices. This task supports the development of applied research, collaboration and verbal communication skills.

Formative feedback is an integral part of the module. Weekly tutorials include structured activities such as case study analysis, small group discussions and short written reflections designed to support the development of students' academic writing, presentation delivery and critical thinking. Students receive ongoing oral and written feedback on these formative tasks to help them prepare for both summative components.

Supplementary or referral assessment will mirror the original tasks as closely as possible. Where required, the group presentation will be adapted for individual delivery to ensure that all learning outcomes continue to be assessed fairly. Academic development workshops and one-to-one tutorials will be available to support students undertaking referral work.

The assessment and feedback approach is aligned with the IY2 programme's emphasis on independent learning, critical engagement with academic sources and the application of theory to practice, while ensuring a supportive structure for international students transitioning into UK higher education

BIC5003-B module assessment

| Type | Mode | Assessment description | Weight |
|-----------|-------------------------|---|--------|
| Summative | Coursework - Written | Individual written coursework assignment (2,000 words). Students critically analyse HRM theory. | 50% |
| Summative | Presentation | In pairs/groups (3), students outline and evaluate the effectiveness of HRM practice in a real-world business. | 50% |

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