Sheffield Hallam University

MODULE DESCRIPTOR

TITLE	The Context of Human Resource Management
SI MODULE CODE	44-7790-00S
CREDITS	15
LEVEL	7
JACS CODE	N600
SUBJECT GROUP	OB/HRM
DEPARTMENT	Management
MODULE LEADER	Liz Croft

MODULE STUDY HOURS (based on 10 hours per credit)*			
Scheduled Learning and Teaching Activities	**Placement (if applicable)**	**Independent Guided Study**	**Total Number of Study Hours**
30	**NA**	**120**	**150**

MODULE AIM

This module provides learners with an understanding of the principal external and internal environmental contexts of contemporary international organisations, including the managerial and business context, within which HR professionals, managers and workers interact in conditions of environmental turbulence, change and uncertainty. Secondly, the module examines how those leading organisations respond to these dynamic environmental contexts in terms of developing and implementing HR practices and policies. Thirdly, the module indicates how those in the HR function, and line managers with HR responsibilities, need to recognise and acknowledge that corporate decisions and HR choices are not always shaped by managers alone they are also shaped by internal and external forces beyond their immediate control.

MODULE LEARNING OUTCOMES

By engaging successfully with this module a student will be able to;

1. Critically analyse and evaluate the environment and employment markets within which HR professionals work and source staff
2. Critically analyse and evaluate the impact of local, national and global forces that shape HR strategies and policies
3. Critically compare and contrast how HR strategies and resourcing policies are shaped by and developed in response to internal and external environmental factors
4. Critically assess the case for outsourcing and devolving HR activities.

INDICATIVE CONTENT

- International organisations and their environment, including employment markets
- HR strategies and policies in an international context
- Employer and employee branding, competencies and recruitment
- Selection and induction strategies for all staff (including international managers).
- Financial considerations in developing and implementing resource strategies
- Retention and succession planning strategies for all including international managers
- Managing the release of employees, ethical issues
- The processes of devolution of HR activities to line managers and outsourcing HR activities.

LEARNING, TEACHING AND ASSESSMENT - STRATEGY AND METHODS
Students will be supported in their learning, to achieve the above outcomes, in the following ways;

- Through taught sessions which **introduce** the concepts, theories and research in the field of human resource management
- Tutor facilitated discussion on case study material including DVDs and web based material to critically assess the changing nature of HR activities policies and their environment
- Through the E learning platform (Blackboard) which provides research linked resources, opportunities for interaction and discussion via forums
- By using student debates to critically discuss as a group, key and challenging aspects of globalisation and HRM policies and practices
- By providing support and feedback at a number of points during the module to ensure students are maximising their learning through reflective practice.

ASSESSMENT TASK INFORMATION

Task No.*	Short Description of Task	SI Code EX/CW/PR	Task Weighting %	Word Count or Exam Duration**	In-module retrieval available
1	Individual Assignment	CW	100	4000	N

<u>FEEDBACK</u>
Students will receive feedback on their performance in the following ways

- Through tutor facilitated tutorials
- Tutor written feedback on the exam
- Peer feedback
- Electronic feedback on the course work assessment task
- Students will receive feedback on their performance in the following ways:

LEARNING RESOURCES FOR THIS MODULE (INCLUDING READING LISTS)
Students will be expected to utilise the research databases that are identified in the module guide to help in their research to identify the research objectives for the assignment.

Books
Briscoe, D. Claus,L. International Human Resource Management (Routledge 3rd ed 2009).

French,R. Cross Cultural Management in Work Organisations (CIPD 2010)

Harzing, A. and Pinnington,A. International Human Resource Management (Sage 3rd ed 2011)

Jackson, T. International Human Resource Management (Sage 2010)

Kramar, R. and Syed,J Human Resource Management in a global Context (Palgrave 2nd ed 2012)

Pilbeam,S. and Corbridge,M. People Resourcing and Talent management in Practice (FT Prentice Hall 4th ed 2010)

Journals
Harvard Business Review
Human Resource Management Journal
International Journal of Human Resource Management
People Management
Personnel Review
Asia Pacific Journal of Human Resources
Advances in Developing Human Resources
IRS Employment Review

Websites e.g. CIPD
Blackboard

SECTION 2   MODULE INFORMATION FOR STAFF ONLY

MODULE DELIVERY AND ASSESSMENT MANAGEMENT INFORMATION

MODULE STATUS - INDICATE IF ANY CHANGES BEING MADE

NEW MODULE	Y
EXISTING MODULE - NO CHANGE	N
Title Change	N
Level Change	N
Credit Change	N
Assessment Pattern Change	N
Change to Delivery Pattern	N
Date the changes (or new module) will be implemented	**09/2013**

MODULE DELIVERY PATTERN - *Give details of the start and end dates for each module. If the course has more than one intake, for example, September and January, please give details of the module start and end dates for each intake.*

	Module Begins	**Module Ends**
Course Intake 1	September 2013	December 2013
Course Intake 2	January 2014	May 2014
Course Intake 3	DD/MM/YYYY	DD/MM/YYYY

Is timetabled contact time required for this module?	Y

Are any staff teaching on this module non-SHU employees?	N
If yes, please give details of the employer institution(s) below	
What proportion of the module is taught by these non-SHU staff, expressed as a percentage?	

MODULE ASSESSMENT INFORMATION

Indicate how the module will be marked	
*Overall PERCENTAGE Mark of 40%	Y
*Overall PASS / FAIL Grade	N

*Choose one only – module <u>cannot</u> include both percentage mark and pass/fail graded tasks

SUB-TASKS

Will any sub-tasks (activities) be used as part of the assessment strategy for this module?	N

If sub-tasks / activities are to be used this must be approved within the Faculty prior to approval. Sub-task / activity marks will be recorded locally and extenuating circumstances, extensions, referrals and deferrals will not apply to sub-tasks / activities.

FINAL TASK

According to the Assessment Information shown in the Module Descriptor, which task will be the LAST TASK to be taken or handed-in? (Give task number as shown in the Assessment Information Grid in Section 1 of the Descriptor)	Task No. 1

NON-STANDARD ASSESSMENT PATTERNS

MARK 'X' IN BOX IF MODULE ASSESSMENT PATTERN IS NON STANDARD, eg MODEL B, ALL TASKS MUST BE PASSED AT 40%. **NB: Non-standard assessment patterns are subject to faculty agreement and approval by Registry Services - see guidance. notes.**	