

MODULE DESCRIPTOR

MODULE TITLE	Challenges for Human Resource Management		
Module Code	25-7B03-00S		
Level	7		
Credit Points	15		
Indicative Assessment Components & Percentage Weightings	Coursework 100%		
Pre-Requisite Modules (if applicable)			
Delivered according to Standard Academic Calendar	Long: 2 semesters	Short: 1 semester	Other delivery pattern:
YES	NO	YES	Block

1 MODULE AIMS

The aims of this module are to develop a critical awareness of the development of organisations and the key role of Human Resource Management in that process. The module is thus founded on a systematic analysis of the key drivers of an organisation's internal and external environment and the strategic selection of HR policies and practices that can successfully assist in the management of change in that organisation.

2 MODULE LEARNING OUTCOMES BY THE END OF THE MODULE YOU WILL BE ABLE TO

1. Understand the contribution which various social science disciplines make to the academic study of the organisation and management of work
2. Identify and analyse the key social, political, technological and economic developments generally associated with globalisation and their impact on organisation structure, practice and strategy
3. Critically analyse the development of organisational structures, the dynamics of power and control and human behaviours
4. Develop an understanding of the relationship between business strategy and human resource management
5. Analyse contemporary developments in the HR function
6. Evaluate different models of HR practice and policies and make informed choices about their appropriateness in different circumstances and environments

7. Develop an understanding of the challenges and responsibilities associated with managing and developing people at work

3 INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

The learning, teaching and assessment activities adopted will encourage the students to develop a creative, critical and active approach to learning. Students will be encouraged to draw on their experience as an organisation member during current or previous work experience. A diverse range of teaching and learning methods will be used to try and meet the range of student needs and expectations. These will include:

- Lectures designed to introduce concepts and theories and provide a framework for analysing particular themes and issues
- Seminars/ discussion Groups – used to provide an opportunity to discuss critically a range of material from a variety of sources
- Case studies etc to introduce practical examples and problem solving and implementation skills

The summative assessment consists of two elements of coursework, the first element making up 30% and the second 70% of the overall mark.

4 INDICATIVE MODULE CONTENTS / TOPICS

- Organising and managing work – the context for Human Resource Management
- The characteristics of globalisation and their impact on national and international organisations' form and practice
- The development of organisations - bureaucracy and post-bureaucratic forms of organisation
- Power and control processes and the developing role of Personnel Management
- Post Modernism and the changing face of Human Resource Management
- The HR function today – its links with business strategy
- The inter-relationship of HRM with the external and internal environment
- The relationship between HR strategy and the range of HR activities and interventions
- The processes by which the function is delivered – outsourcing devolvment to line mangers

FURTHER INFORMATION ABOUT THIS MODULE

- FURTHER / ADDITIONAL INFORMATION IS AVAILABLE TO SUPPORT THIS MODULE, THIS INCLUDES ASSESSMENT CRITERIA DETAILING HOW YOUR PERFORMANCE IN THE MODULE WILL BE MEASURED, HOW YOU WILL RECEIVE FEEDBACK, DETAILS OF LEARNING RESOURCES AND KEY READINGS
- THIS INFORMATION CAN BE FOUND IN
 - *The course handbook*
 - *The module handbook*
 - *The Blackboard site for the course*
- NOTE THAT THIS ADDITIONAL INFORMATION MAY BE SUBJECT TO CHANGE FROM YEAR TO YEAR

