

MODULE DESCRIPTOR

MODULE TITLE	People Resourcing (Strategies and Policies)		
Module Code	25-7B06-00S		
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 aim of this module is to provide an understanding of the principles underpinning People Resourcing strategies in organisations and an appreciation of the factors which inform the development of HR policies. This involves exploring the activities essential for the acquisition, management and retention of people. The module therefore also involves an appreciation of the complex issues in the external and internal environment which could have an impact on People Resourcing policies.

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

1. Develop an understanding of the complexity of the external and internal environment which impacts on and influences people resourcing strategies
2. Discuss the principles underpinning people resourcing strategies
3. Critically evaluate different approaches to people resourcing strategies
4. Evaluate the contribution of new theories, techniques and solutions in the field of people resourcing
5. Design and implement resourcing policy and practices which fit the needs of particular organisations and take account of external factors

3 INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

The learning, teaching and assessment activities adopted will encourage the students to develop a 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 and demonstrate the application of theory to practice. 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, role plays etc to introduce practical examples and problem solving and implementation skills

This module will be assessed through two elements. One will be a piece of continuous assessment which is problem centred. This is worth 30 % of the total overall marks available. The second element will be a time constrained assessment. This is worth 70% of the total overall marks available,

4 INDICATIVE MODULE CONTENTS / TOPICS

- The context for People Resourcing – external pressures including labour market issues
- Patterns of work and flexibility
- HR Planning Process
- The use of competencies for People Resourcing
- The Recruitment process including legislative requirements
- The Selection process
- Induction, Socialisation and Training
- Exit Management, dismissals, labour turnover, redundancy and retirement
- Absence Management and Employee welfare

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

