

## Module Specification

### Module Summary Information

<b>1</b>	<b>Module Title</b>	Strategic Human Resources Management
<b>2</b>	<b>Module Credits</b>	20
<b>3</b>	<b>Module Level</b>	7
<b>4</b>	<b>Module Code</b>	MAN7039

<b>5</b>	<b>Module Overview</b>
<p>This module will look at people, organisations and culture from a number of perspectives or views, and will require students to apply a number of theories, models and concepts. The module creates the space for students to 'try out' a number of concepts, in the relatively safe environment of the University. Typically work will be in teams and cover a number of tasks that will be developed on a week-by-week basis. This provides an opportunity to work in groups to enhance collaborative and peer learning. The groups will deliver a range of presentations and gain 'formative' feedback to develop their learning further. You will develop a range of skills that will be transferable to organisational situations in different environments.</p> <p>The module emphasises your application of techniques and concepts to specific situations, often through the use of group activities. Application helps to develop understanding of the content of the module, assists critical insight and helps to encounter some of the complexity of real life management situations.</p> <p><b>Method of Teaching and Learning</b></p> <p>Each session will incorporate a blend of lectures, class discussions; in-class activities tutorial and group work in which students are expected to contribute. Case studies from around the world and presentations will also be used in each session. The lectures also draw on industry and country experiences, as appropriate. Understanding of each learning outcome is assessed by separate components of the assignment. These are to be worked on and delivered in 4 phases during the course of the module, making the learning process more focused and engaging.</p>	

<b>6</b>	<b>Indicative Content</b>
<p>This module may include topics such as:</p> <ul style="list-style-type: none"> <li>• The meaning of evidence based management</li> <li>• The nature and barriers to critical thinking and logical reasoning</li> <li>• Task v Process</li> <li>• Teams v Work groups</li> <li>• Concepts of management and schools of management</li> <li>• Leadership or management; contemporary views</li> <li>• HR Planning and setting strategic objectives</li> <li>• Strategic models of HRM from Michigan to Harvard and from People and Performance to contemporary models</li> <li>• The High Performance Framework (HPO) framework of organisations</li> <li>• Functions of HRM: Recruitment and Selection, Training &amp; Development, Employee Legislation, Health and Safety, Discipline and Grievance, Managing cultural issues, Workforce Diversity</li> <li>• Managing expatriates</li> </ul>	

7		Module Learning Outcomes
		On successful completion of the module, students will be able to:
	1	Critically review contemporary issues, challenges and complexities of managing organisations in a diverse and multi-cultural global environment and their impact on the HR function and strategic plans.
	2	Assess the characteristics of strategic models of HRM, HR plans, policies and systems and evaluate their effectiveness and alignment to organisational goals and strategic objectives.
	3	Critically evaluate contemporary HR and employment related issues regarding the impact they have on employees. These issues can be legal, organisational frameworks and various cultural issues which international organisations operate in.
	4	Critically reflect on the skills and knowledge acquired as an aspiring manager in the contemporary management or HR function and reflect on the experience of working within a diverse work team.

8		Module Assessment		
Learning Outcome				
		Coursework	Exam	In-Person
1, 2, 3 & 4		X		
2 & 3		X		

9		Breakdown Learning and Teaching Activities
Learning Activities		Hours
<b>Scheduled Learning (SL)</b> includes lectures, practical classes and workshops, peer group learning, Graduate+, as specified in timetable		48
<b>Directed Learning (DL)</b> includes placements, work-based learning, external visits, on-line activity, Graduate+, peer learning, as directed on VLE		32
<b>Private Study (PS)</b> includes preparation for exams		120
<b>Total Study Hours:</b>		200