

Module Specification

Module Summary Information

1	Module Title	Adding Value through HR
2	Module Credits	20
3	Module Level	5
4	Module Code	MAN5056

5	Module Overview
<p>This module looks at the important contribution that an efficient and effective human resource management capability can add to an organisation. The purpose of this module is to introduce students to human resources (HR) activity and to the role of the HR function in organisations in general terms. It focuses on the aims and objectives of HR departments in contemporary organisations and particularly on the ways that these are evolving. Different ways of delivering HR objectives and emerging developments in the management of the employment relationship are explored, as well as the methods that can be used to demonstrate that the function adds value for organisations.</p> <p>The module also aims to inform students about published research evidence linking HR activity with positive organisational outcomes. The case for professionalism and an ethical approach to HR is introduced as is the role played by HR managers in facilitating and promoting effective change management.</p>	

6	Indicative Content
<ul style="list-style-type: none"> • Managing Diversity in the workplace • The purpose and key objectives of the HR function • The HR profession map • Delivering HR objectives – structuring the HR department • HR management, ethics and corporate social responsibility • High performance working and high performance practices • The HR function and managing organisational change • Human resource development • HR – the employer brand and employer of choice • Flexibility and work-life balance • Employee engagement 	

7	Module Learning Outcomes	
	On successful completion of the module, students will be able to:	
	1	Explain the purpose and key objectives of the HR function in contemporary organisations.
	2	Compare how HR objectives are delivered in different organisations.
	3	Appraise how the HR function can be evaluated in terms of value added and contribution to sustained organisation performance.
	4	Examine the relationship between organisational performance and effective HR management and development.

8	Module Assessment		
Learning Outcome			
	Coursework	Exam	In-Person
1-4	X		

9	Breakdown Learning and Teaching Activities	
Learning Activities		Hours
Scheduled Learning (SL) includes lectures, practical classes and workshops, peer group learning, Graduate+, as specified in timetable		48
Directed Learning (DL) includes placements, work-based learning, external visits, on-line activity, Graduate+, peer learning, as directed on VLE		48
Private Study (PS) includes preparation for exams		104
Total Study Hours:		200