

## Module specification

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Module code	ONL403
Module title	Human Resource Management in Context
Level	4
Credit value	20
Faculty	Social and Life Sciences
Module Leader	Emma Taylor
HECoS Code	100085
Cost Code	GABP

## Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business and Management	Core
BA (Hons) Management, Accounting and Finance	Core
BBA (Hons) Business Administration	Core

## Pre-requisites

*Students must have studied ONL405 Introduction to Management and Business before commencing this module.*

## Breakdown of module hours

Type of module hours	Amount
Learning and teaching hours	20 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
<b>Total active learning and teaching hours</b>	<b>180 hrs</b>
Placement / work based learning	0 hrs
Guided independent study	0 hrs

Type of module hours	Amount
<b>Module duration (total hours)</b>	200 hrs

<b>For office use only</b>	
Initial approval date	12/08/2020
With effect from date	04/01/2021
Date and details of revision	
Version number	1

## Module aims

This module provides learners with an understanding of HRM and the business environments within which it operates. It enables learners to identify and review internal and external factors affecting organisations, and assess the impact these factors have on the HR function. Learners will be encouraged to ask questions, contribute ideas, collect data, evaluate evidence, and solve problems to provide practical HR solutions.

## Module Learning Outcomes - at the end of this module, students will be able to:

1	Explain organisational factors which impact on the HR function.
2	Investigate external factors which impact on the organisation's business and their HR function.
3	Examine how organisational and HR strategies and practices are shaped and developed.
4	Investigate the importance HR policies and procedures have on the organisation's business.

## Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

### Assessment 1

Learners will investigate and evaluate the internal factors which have an impact on the HR function. (Max 500 words)

### Assessment 2

Learners will undertake an analysis the external factors which impact on the organisation's business and their HR function. (Max 500 words)

### Assessment 3

Taking account of their findings from assessments 1 & 2, learners will complete a business report that will examine how organisational and HR strategies and practices are shaped and developed, and will provide a business case demonstrating the importance of HR policies and procedures within an organisation. (Max 1000 words)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1	Written Assignment	25%
2	2	Written Assignment	25%
3	3, 4	Written Assignment	50%

## Derogations

*None*

## Learning and Teaching Strategies

The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. On-line material will provide the foundation of the learning resources, to support a blended approach, requiring the students to log-in and engage on a regular basis throughout the eight-week period of the module.

The assessments for this module will enable the student to apply their knowledge of Human Resource Management in a variety of formats – namely an essay, a case study and a report, in order to give the students a practical application of their knowledge.

There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range of digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to a help-line for additional support and chat facilities through Canvas for messaging and responding.

## Indicative Syllabus Outline

Within this module, learners can expect to study:

- CIPD professions map
- The background and history of HRM
- Exploring the HRM function
- External factors which influence business and HRM practices
- The changing structure of industry and the workplace
- The labour and skills market
- HRM theory to practice
- HR policies and procedures
- HR and business strategy

## **Indicative Bibliography:**

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Please note the essential reads and other indicative reading are subject to annual review and update.

### **Essential Reads**

Armstrong, M. and Taylor, S. (2020), Armstrong's Handbook of Human Resource Management Practice, (15<sup>th</sup> edn), Kogan Page, London

E-book and paperback link: <https://www.koganpage.com/product/armstrong-s-handbook-of-human-resource-management-practice-9780749498276>

### **Other indicative reading**

Torrington, D. (2017), Human Resource Management, (10<sup>th</sup> edn), Pearson Education Ltd., Harlow

Paperback and kindle link: [https://www.amazon.co.uk/Torrington-Human-Resource-Management\\_p10Derek/dp/1292129093/ref=sr\\_1\\_5?dchild=1&keywords=torrington+and+ha&qid=1595059648&sr=8-5](https://www.amazon.co.uk/Torrington-Human-Resource-Management_p10Derek/dp/1292129093/ref=sr_1_5?dchild=1&keywords=torrington+and+ha&qid=1595059648&sr=8-5)

Human Resource Management Journal

People Management - CIPD

## **Employability skills – the Glyndŵr Graduate**

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Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas. [Click here to read more about the Glyndwr Graduate attributes](#)

### **Core Attributes**

Engaged  
Creative  
Ethical

### **Key Attitudes**

Curiosity  
Confidence

### **Practical Skillsets**

Digital Fluency  
Leadership and Team Working  
Critical Thinking  
Emotional Intelligence  
Communication