

IYTHR001 2021/22

HUMAN RESOURCE MANAGEMENT

INTERNATIONAL YEAR TWO BUSINESS MANAGEMENT (IYTBM)



SYLLABUS OVERVIEW

Module Code	IYTHR001
Module Name	Human Resource Management
Programme Name	International Year Two Business Management
Percentage breakdown of Coursework	25%
Percentage breakdown of Exam/Test	75%
Delivery period	The syllabus will usually be delivered over a single 15 week semester
Recommended minimum teaching hours	7 hours per week (over 15 weeks)
Recommended minimum independent study hours	7 hours per week (over 15 weeks)

AIMS

This module aims to develop student knowledge of key issues and practices in Human Resource Management. The module will take a practical yet integrated approach, as required by today's HR professionals. Key theoretical issues will be studied and used to support the professional approach to HRM.


TOPICS OF STUDY

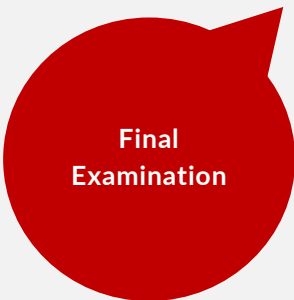
- ⇒ Managing the Human Resource Function
- ⇒ Corporate Strategy and Strategic HRM
- ⇒ Workforce Planning
- ⇒ Recruitment and Selection
- ⇒ Performance Management
- ⇒ HRD and Workplace Learning, Leadership and Management Development
- ⇒ Reward Management (RM), Employee Well-being and Wellness
- ⇒ Employee Relations (ER) and Involvement
- ⇒ Legal Issues and Managing Conflict
- ⇒ Health and Safety (H&S)
- ⇒ Managing Workplace Challenges and Crises via HRM
- ⇒ International HRM (IHRM)
- ⇒ The HRM Performance Requirements, Evaluating HRM

GENERAL LEARNING OUTCOMES

On successful completion of this module, a student will be able to:

<p>Knowledge and understanding</p>	<ul style="list-style-type: none"> ⇒ Summarise the principal Human Resource functions as found in large, medium and small organisations ⇒ Investigate the approaches that HR departments utilise to improve employee experiences ⇒ Apply appropriate HR models and theory in order to interpret and analyse contemporary organisations ⇒ Apply the necessary approaches to ensure that HR Management policies are carried out within the relevant environmental and legislative frameworks
<p>Intellectual skills</p>	<ul style="list-style-type: none"> ⇒ Develop and utilise critical thinking skills when appraising academic models relating to a range of HRM topics
<p>Practical skills</p>	<ul style="list-style-type: none"> ⇒ Develop and apply the key skills and techniques required for such areas as recruiting staff, managing and maximising performance
<p>Transferable skills</p>	<ul style="list-style-type: none"> ⇒ Further develop planning, research and academic writing skills in order to successfully produce an essay at this academic level ⇒ Critically select and analyse academic sources and assimilate the relevant information ⇒ Identify, interpret and analyse both information and theoretical approaches

 <p>Coursework</p>	What is Assessed?	Topics A-D
	Duration/Word Count	1250-1500 words (NOT including references and any appendices).
	Total Marks	100
	Rubric	Essay on the key HRM topic of Recruitment and Selection.
	Contribution to Overall Grade	25%

 <p>Final Examination</p>	What is Assessed?	Topics E-M
	Duration/Word Count	3 hours
	Total Marks	100
	Rubric	<p>Case study 250 words of typed notes (hardcopy) are permitted – they must be written in English.</p> <p>Section A – 50 marks ⇒ 2 compulsory questions (linked to the case study provided)</p> <p>Section B – 50 marks ⇒ Students must choose 2 questions from a choice of 3 (linked to the case study provided)</p>
	Contribution to Overall Grade	75%