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MODULE DESCRIPTOR

Module Title

HRM for Managers

Reference	BS1117	Version	2
Created	February 2017	SCQF Level	SCQF 7
Approved	July 2013	SCQF Points	15
Amended	August 2017	ECTS Points	7.5

Aims of Module

The aim of this module is to provide students with an understanding of the influences upon the employment relationship and knowledge of effective people management practices.

Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Explain the impact of the psychological contract and the concept of commitment on the employment relationship.
- 2 Explain the role and contribution of the HR function at national/international levels.
- 3 Analyse the contribution of specific HR tools to organisational effectiveness.
- 4 Communicate knowledge and understanding of HRM practices utilised in specific industries and organisations.

Indicative Module Content

The nature of work and the employment relationship; the impact of the psychological contract on the employment relationship; employment practices; the role of the HR function; how HR can contribute to organisational effectiveness; how globalisation has affected HR policies and practices; effective change management techniques; the range of HR interventions and how they can add value.

Module Delivery

This module is delivered as a Blended Learning module whereby topics are introduced via online presentations including audio/visual activities using a variety of software packages. The learning is then consolidated with monthly workshops.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	N/A	10
Non-Contact Hours	N/A	140
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	N/A	150
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

ASSESSMENT PLAN

If a major/minor model is used and box is ticked, % weightings below are indicative only.

Component 1

Type: Coursework Weighting: 40% Outcomes Assessed: 4
 Description:

Component 2

Type: Examination Weighting: 60% Outcomes Assessed: 1, 2, 3
 Description: Closed book examination

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

The Module is assessed by two components: C1 - Coursework - 40% weighting. Module Pass Mark = Grade D (40%)

Module Grade	Minimum Requirements to achieve Module Grade:
A	At least 70% on weighted aggregate and at least 35% in each component
B	At least 60% on weighted aggregate and at least 35% in each component
C	At least 50% on weighted aggregate and at least 35% in each component
D	At least 40% on weighted aggregate and at least 35% in each component
E	At least 35% on weighted aggregate
F	Less than 35% on weighted aggregate
NS	Non-submission of work by published deadline or non-attendance for examination

Module Requirements

Prerequisites for Module	None in addition to SCQF 7 entry requirements or equivalent.
Corequisites for module	None
Precluded Modules	None

ADDITIONAL NOTES

*All students are required to have access to one of the prescribed texts.

INDICATIVE BIBLIOGRAPHY

- | | |
|---|---|
| 1 | ARMSTRONG, M. and TAYLOR, S., 2014 <i>Armstrong's handbook of human resource management practice</i> . 13th ed. London: Kogan Page. |
| 2 | *CARBERY, R. and CROSS, C., 2013. <i>Human resource management: a concise introduction</i> . Hampshire: Palgrave Macmillan. |
| 3 | FOOT, M. and HOOK, C., 2011. <i>Introducing human resource management</i> . 6th ed. Harlow: Financial Times Prentice Hall. |
| 4 | *STREDWICK, J., 2014. <i>An introduction to human resource management</i> . 3rd ed. London: Routledge. |
| | *Denotes key module text |