

## MODULE DESCRIPTOR

### Module Title

People, Policy and Practice

Reference	BS3033	Version	2
Created	August 2021	SCQF Level	SCQF 9
Approved	July 2019	SCQF Points	15
Amended	August 2021	ECTS Points	7.5

### Aims of Module

To provide students with a comprehensive introduction to specialist HR practitioner roles and activities; and their contribution to the business agenda.

### Learning Outcomes for Module

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

- 1 Evaluate the contribution of HR to the wider business.
- 2 Explain the steps involved in the design and delivery of key HR policies.
- 3 Identify the key People issues facing organisations.

### Indicative Module Content

How HR can contribute to organisational effectiveness; the importance of Workforce Planning and Metrics; managing talent and performance, including the role of Reward in this context; issues around managing Absence; Diversity and Equality in organisations; the steps involved in creating new policies; issues around Bullying and Harassment, Stress and the importance of Work-Life balance as part of the Employee Engagement agenda.

### Module Delivery

This module is a lecture based module with student-led seminars, directed self-study and private study.

### Indicative Student Workload

	Full Time	Part Time
Contact Hours	36	N/A
Non-Contact Hours	114	N/A
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	N/A
<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: 100% Outcomes Assessed: 1, 2, 3  
 Description: Policy preparation coursework.

**MODULE PERFORMANCE DESCRIPTOR****Explanatory Text**

Component 1 comprises 100% of the module grade. To pass the module, a D grade is required.

Module Grade	Minimum Requirements to achieve Module Grade:
<b>A</b>	A
<b>B</b>	B
<b>C</b>	C
<b>D</b>	D
<b>E</b>	E
<b>F</b>	F
<b>NS</b>	Non-submission of work by published deadline or non-attendance for examination

**Module Requirements**

Prerequisites for Module None.  
 Corequisites for module None.  
 Precluded Modules None.

**INDICATIVE BIBLIOGRAPHY**

- 1 BRATTON, J. and GOLD, J., 2012. *Human resource management theory and practice*. 5th ed. London: Palgrave Macmillan
- 2 FOOT, M. and HOOK, C., 2015. *Introducing human resource management*. 7th ed. Essex: Pearson Education.
- 3 LEOPOLD, J., HARRIS, L. and WATSON, T., 2009. *The strategic managing of human resources*. 2nd edition. Essex: Pearson Education.
- 4 REDMAN, T. and WILKINSON, A., 2009. *Contemporary human resource management: text and cases* 3rd ed. Essex: Pearson Education
- 5 TORRINGTON, D., HALL, L. and TAYLOR, S., 2017. *Human resource management*. 8th ed. Essex: Pearson Education.