This Version is No Longer Current
The latest version of this module is available here

MODULE DESCRIPTOR

Module Title

Managing Human Resources in a Business Context

Reference	BSM541	Version	7
Created	May 2017	SCQF Level	SCQF 11
Approved	March 2017	SCQF Points	15
Amended	August 2017	ECTS Points	7.5

Aims of Module

To provide, from a Human Resource Management perspective, an understanding of the key issues and concepts associated with, and impacting on, resource planning and organisational strategic decision-making for firms operating within global, local and national business environments.

Learning Outcomes for Module

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

1	Understand, analyse and critically evaluate contemporary organisations, their principal environments and the managerial and business environment within which HR professionals work.
2	Understand, analyse and critically evaluate how organisational and HR strategies are shaped by and developed in response to external and internal environmental factors, including financial information and resources.
3	Understand, analyse and critically evaluate the market and competitive environments of organisations and how organisational leaders and the HR function respond to them.
4	Understand, analyse and critically evaluate globalisation and international forces and their impact upon organisational and HR strategies and practices.
5	Understand, analyse and critically evaluate how demographic, social and technological trends, and government policy and legal regulation, shape and impact upon organisational and HR strategies and HR practices.

Indicative Module Content

Context of management and decision-making; strategy; strategic decision-making; strategic planning processes; resource based view; the link between HRM and business strategy; horizontal and vertical integration; concepts and contexts of global business; external and internal environmental analytical techniques and responding to these in the business; corporate social responsibility; professional and corporate ethics; sustainability; the role of the CIPD; resource planning; demographics; work patterns; models of employment; work systems; best fit/best practice; criteria for evaluating the HR function; continuous improvement; structure, content and interpretation of simple balance sheets, profit and loss accounts and trading statements.

Module Ref:	BSM541 v7

Module Delivery

This module will be delivered using a variety of methods, focussing primarily on student centred learning. This will include lectures, workshops, tutorials and seminars, with a strong emphasis on student participation. Online students will achieve this through access to a range of interactive materials to facilitate learning, including online lectures, presentations and tutorials, plus synchronous and asynchronous activities, encompassing groupwork areas and discussion fora.

Indicative Student Workload	Full Time	Part Time
Contact Hours	36	36
Non-Contact Hours	114	114
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
Actual Placement hours for professional, statutory or regulatory body		

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, 4, 5
Description:	A three hour examination based on a seen case study.				

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

The module is assessed by one component: C1 - Examination - 100% weighting. Module Pass Mark = Grade D (40%)

Module Grade	Minimum Requirements to achieve Module Grade:
A	70% or above
B	60% - 69%
C	50% - 59%
D	40% - 49%
E	35% - 39%
F	0% - 34%
NS	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.

Module Ref:	BSM541 v7

INDICATIVE BIBLIOGRAPHY

1	ARMSTRONG, M. and TAYLOR, S., 2017. *Armstrong's handbook of strategic human resource management.* 14th ed. London: Kogan Page. *ebook*
2	BOXALL, P., 2015. *Strategy and human resource management.* 4th ed. London: Palgrave.
3	KEW, J. and STREDWICK, J., 2016. *Human resource management in a business context.* 3rd ed. London: CIPD.
4	LEOPOLD, J., HARRIS, L. and WATSON, T., 2009. *The strategic managing of human resources.* 2nd ed. Harlow: Prentice Hall. *ebook*
5	MARCHINGTON, M., WILKINSON A., DONNELLY, R. & KYNIGHOU, A., 2016. *Human resource management at work.* 2nd ed. London: CIPD