This Version is No Longer Current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

MODULE DESCRIPTOR

Module Title

HRM Knowledge Into Practice: Finding, Keeping And Growing People

Reference	BSM825	Version	3
Created	August 2017	SCQF Level	SCQF 11
Approved	March 2017	SCQF Points	30
Amended	August 2017	ECTS Points	15

Aims of Module

This module will equip students with the strategic and operational knowledge and skills required for resourcing, developing and managing talent within organisations in a global context.

Learning Outcomes for Module

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

1	Evaluate and critically analyse the major features and impact of national and international employment markets on methods used by organisations to recruit, select and develop their talent.
2	To critically evaluate strategies, policies and methods for resourcing, managing and developing talent in organisations.
3	Initiate,develop, implement and evaluate strategies and interventions for resourcing and developing staff.
4	Develop and evaluate resourcing and talent management strategies for competitive advantage in major employment markets.
5	Manage learning, talent development, retirement, redundancy and dismissal practices fairly, efficiently and in accordance with legal, professional and ethical requirements.

Module Ref:	BSM825 v3

Indicative Module Content

The module examines and explains those activities which are essential throughout the employment lifecycle, including resource planning, recruiting, managing and developing talent in organisations. This will include two associated strands; Resourcing and Talent Management, and Learning and Development. Specific topics will include the nature of work; changing labour markets; national and international labour trends; HR planning; flexible working; skills shortages; attracting, retaining, motivating and developing talent; terms and conditions of employment; employment legislation; fairness and diversity; work life balance; employee turnover; effective, professional and lawful release of employees from an organisation; retirement; succession planning; subcontracting; employer branding; learning within organisations; the business case for learning and development; learning theory; identification of learning needs; production of training plans; delivery methods and evaluation of training activities; government agendas and initiatives; the strategic role and impact of the Human Resource Development function; Learning and Development strategies, policies and procedures. A major focus of the module will be demonstrating how these two specialist areas work together to provide the organisation with a capable and motivated workforce.

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	72	72
Non-Contact Hours	228	228
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	300	300
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:	50%	Outcomes Assessed:	3, 4
Description:	Skills Assessment: Learning Intervention				

Component 2

Type:	Coursework	Weighting:	50%	Outcomes Assessed:	1, 2, 5
Description:	Essay				

Module Ref:	BSM825 v3

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

The Module is assessed by two components: C1 - Coursework - 50% weighting. C2 - Coursework - 50% 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.
Corequisites for module	None.
Precluded Modules	None.

INDICATIVE BIBLIOGRAPHY

1	STEWART, J. and RIGG, C., 2011. *Learning and talent development.* London: CIPD.
2	PAGE-TICKELL, R., 2014. *Learning & development.* London: Kogan Page.
3	GOLD,J. et al., 2013. *Human resource development: theory and practice.* 2nd ed. Basingstoke: Palgrave Macmillan.
4	TAYLOR, S., 2014. *Resourcing and talent management.* 6th ed. London: CIPD.
5	PILBEAM, S and CORBRIDGE, M., 2010. *People resourcing and talent planning.* 4th ed. Harlow: Pearson Education.
6	LEWIS, D. and SARGEANT, M., 2015. *Employment law: the essentials.* 13th. ed. London: Chartered Institute of Personnel and Development.
7	MARCHINGTON, M. and WILKINSON, A., 2012. *Human resource management at work.* 5th ed. London: CIPD.
8	GOLD, J., THORPE, R. and MUMFORD, A., 2010. *Leadership and management development.* 5th ed. London: CIPD