

MODULE DESCRIPTOR

Module Title

Human Resource Management in a Global Context

Reference	BSM846	Version	1
Created	March 2021	SCQF Level	SCQF 11
Approved	February 2022	SCQF Points	15
Amended		ECTS Points	7.5

Aims of Module

The aim of this module is to provide an understanding of the key issues impacting on the strategic decision-making processes of firms operating within local, national and global business environments and the impact these decisions have on the sustainable management of human resources in the organisation.

Learning Outcomes for Module

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

- 1 Understand and critically evaluate contemporary organisations, their principal environments and the managerial and business environment within which organisations deploy their people resource.
- 2 Understand and critically evaluate how businesses develop their overall business strategies in response to external and internal pressures and how HR strategies are shaped by and developed in response to those business strategies including consideration of sustainability.
- 3 Understand and be able to analyse globalisation and international forces and their impact upon organisational and HR strategies and practices including sustainability and the principles led (or not) ethical perspective.
- 4 Understand and analyse how the HR strategies put in place by organisations impact upon performance, can be measured and the search for evidence based continuous improvement that drives an outcome focussed approach to sustainability.

Indicative Module Content

The interactions between the business environment and overall business strategy formulation and the implications for SHRM and HRM practice in organisations. The module is structured into three key themes:- The Wider Context - Defining key concepts (the external and internal environment and environmental analysis, business strategy and formulation, strategic decision making, sustainability and ethical business, CSR) and being able to apply analytical techniques to case study examples. Wider Strategy into HRM - Assessing the link between business strategy formulation and SHRM as well as HRM practice implications via vertical and horizontal integration ideas, professional practice and ethics, demographics, diversity and inclusion. Managing HRM in Context - Evaluating the specific HRM implications of vertical integration, the role of the HR professional and the CIPD, evaluating the HR function - people analytics and continuous improvement.

Module Delivery

This module is delivered for on campus students via a series of interactive live lectures and tutorials in addition to pre-recorded content. The live sessions are student-led and often require group work to analyse case studies. Students are also required to undertake directed and independent self-study. Online students will have access to a range of materials and tools to facilitate their learning including topic guides, recorded lectures, online tutorials, exercises, group-work areas and discussion forums. In addition to the sessions with a tutor, online quizzes and knowledge checkers may be used to assist online learners to benchmark their knowledge as they go. External speakers may also be used to further contextualise the module content.

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
<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, 4
Description:	Written assignment - consultancy report - based on a case study scenario.				

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:
A	A
B	B
C	C
D	D
E	E
F	F
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 ARMSTRONG, M., 2020. *Handbook of Human Resource Management Practice*. 15th ed. London: Kogan Page.
- 2 KEW, J. and STREDWICK, J., 2016. *Human Resource Management in a Business Context*. 3rd ed. London: CIPD Kogan Page.
- 3 MARCHINGTON, M. et al., 2020. *Human Resource Management at Work*. 7th ed. London: CIPD Kogan Page.