

MODULE DESCRIPTOR

Module Title

The Employee Lifecycle

Reference	BSM847	Version	2
Created	February 2024	SCQF Level	SCQF 11
Approved	February 2022	SCQF Points	15
Amended	March 2024	ECTS Points	7.5

Aims of Module

The aim of this module is to equip students with the strategic and operational knowledge and skills required for resourcing and retention within organisations.

Learning Outcomes for Module

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

- 1 Critically analyse the major features of local, national and international employment markets from which organisations source staff and how these markets evolve or change.
- 2 Appraise long and short term talent and succession planning exercises to enhance organisational performance and develop staff retention strategies.
- 3 Critically evaluate strategies, policies and methods for resourcing, managing and developing talent in organisations.
- 4 Deal with the management of talent development, retirement, redundancy and dismissal practices fairly, efficiently and in accordance with legal, professional and ethical frameworks.

Indicative Module Content

The module examines and explains those activities which are essential throughout the employment lifecycle including resource planning, recruiting, selecting, managing and developing talent in organisations. Ways of exiting the organisation are also evaluated.

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:	Develop a People Plan.				

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 LEWIS, D. and SARGEANT, M., 2019. *Employment Law: The Essentials*. 15th. ed. London: CIPD Kogan Page.
- 3 MARCHINGTON, M. et al., 2020. *Human Resource Management at Work*. 7th ed. London: CIPD Kogan Page.
- 4 PILBEAM, S. and CORBRIDGE, M., 2010. *People Resourcing and Talent Planning*. 4th ed. Harlow: Pearson Education.
- 5 TAYLOR, S., 2021. *Resourcing and Talent Management*. 8th ed. London: CIPD Kogan Page.