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MODULE DESCRIPTOR

Module Title

Human Resource Management: Evidence and Application

Reference	BSM852	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 introduce research methods that support evidence-based decision-making as an aspect of professional practice in human resource management.

Learning Outcomes for Module

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

- 1 Identify ethical considerations associated with research in human resource management and critically evaluate their implications for professional practice.
- 2 Locate, analyse and report findings from documentary and organisational evidence, including secondary sources, to inform organisational decision-making.
- 3 Understand a range of methods to generate, analyse and report data from primary sources relevant to management practice.
- 4 Formulate conclusions from research and communicating evidence-based recommendations including critical evaluation of implications for implementation and likely benefit.

Indicative Module Content

The applications of research in evidence based human resource management, ethics and HR research, research design, sources and methods of primary and secondary data generation and analysis; action planning and recommendations for implementation in the organisation.

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:	Recorded presentation addressing assignment brief.				

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 ANDERSON, V., FONTINHA, R. and ROBSON, F., 2020. *Research methods in human resource management*. 4th ed. London: CIPD Kogan Page.
- 2 EASTERBY-SMITH, M. et al., 2018. *Management and business research*. 6th ed. London: Sage.
- 3 SAUNDERS, M., LEWIS, P. and THORNHILL, A., 2019. *Research methods for business students*. 8th ed. Harlow: Pearson.
- 4 BARENDT, E. and ROUSSEAU, D.M., 2018. *Evidence-based management: How to use evidence to make better organizational decisions*. London: Kogan Page Publishers.