

## MODULE DESCRIPTOR

### Module Title

Human Resource Management: Evidence and Application

Reference	BSM852	Version	3
Created	January 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 provide comprehensive knowledge, understanding and skills relating to evidence-based practice as an aspect of professional human resource management capability.

### Learning Outcomes for Module

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

- 1 Assess ethical responsibilities in relation to evidence-based practice and decision making in the HRM context.
- 2 Critically evaluate, analyse and synthesise evidence from a range of sources to inform organisational decision making.
- 3 Appraise and apply a range of methods to generate and analyse data from relevant primary and secondary sources to inform evidence-based practice and decision-making.
- 4 Formulate conclusions and communicate evidence-based recommendations.

### 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:	Prepare a recommendation report.				

**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:
<b>A</b>	A
<b>B</b>	B
<b>C</b>	C
<b>D</b>	D
<b>E</b>	E
<b>F</b>	F
<b>NS</b>	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 BARENDTS, E. and ROUSSEAU, D.M., 2018. *Evidence-based management: How to use evidence to make better organizational decisions*. London: Kogan Page Publishers.