

### **Module Descriptor: BAM 206 Human Resource Management**

<b><u>Module Name:</u></b>	<i>Human Resource Management</i>
<b><u>Level/Credits:</u></b>	Level 2, 15 Credits
<b><u>Module Aim:</u></b>	This module builds upon the Level 1 module, Management and Organisations, and aims to provide and develop our students' understanding of key issues concerning human resource management. It outlines the theory and practice of HRM and reviews the skills that are needed to manage people within various types of work organisations. The workshop learning activities and literature provide a structure through which to locate HRM within both the context of organising and the field of contemporary management from a national and international perspective.
<b><u>Learning Outcomes:</u></b>	<p>On successful completion of this module students will be able to demonstrate:</p> <ul style="list-style-type: none"> <li>• Why there are a variety of HRM approaches and their appropriateness in specific business contexts</li> <li>• Discern and explain the difference between “best practice” and “best fit” approaches to HRM</li> <li>• Logically analyse and evaluate the generic HRM functions operating in an organisation and their impact on a range of stakeholders.</li> <li>• Make recommendations, based on evidence and theory, for particular HRM strategies/approaches</li> <li>• Make operational suggestions that follow from strategic recommendations</li> <li>• Work effectively within a team.</li> <li>• Display effective communication skills</li> </ul>
<b><u>Curriculum Content:</u></b>	<ul style="list-style-type: none"> <li>• Intro. HRM – it's emergence, current trends and perspectives</li> <li>• Strategic HRM</li> <li>• International HRM – Globalisation and Multi-National Corporations</li> <li>• Organisational Structures and Processes</li> <li>• Employment Law</li> <li>• Recruitment and Selection</li> <li>• Training and Development</li> <li>• Performance Management – Reward Systems</li> <li>• Change Management - Models</li> <li>• Managing Conflict – Theories &amp; Approaches</li> </ul>
<b><u>Learning Strategy:</u></b>	A series of workshops will provide the environment in which conceptual frameworks and perspectives can be introduced. These sessions will be used as a forum to provide students with an opportunity to extend their knowledge in more depth, and to develop the methods and techniques appropriate for human resource development.

	Where appropriate, use will be made of case studies and role-plays as a means of extending students critical abilities. In addition, individual and group research will be undertaken within the context of this module.
<b><u>Assessment:</u></b>	<b>Formative:</b> The seminars will provide an opportunity for students to apply their skills and develop their knowledge and understanding of this subject area in an environment that allows for formative feedback both from the tutor and also from other students.
	<b>Summative:</b> <b>Coursework (40%):</b> A small group assignment (typically 3 students), which will involve the preparation of an employee development strategy for a given organisation.  <b>Examination (60%):</b> A two-hour examination will be held at the end of the semester.