

Module Descriptor: BAM 305 Strategic Human Resource Management

<u>Module Name:</u>	Strategic Human Resource Management
<u>Level/Credits:</u>	Level 3, 15 Credits
<u>Module Aim:</u>	This module builds upon the Level 2 module, Human Resource Management. The module starts from a “macro” perspective, having identified strategic issues, the focus is then on the operational consequences that follow. Towards the latter part of the module the focus is on the micro issues of strategic HRM. The module focuses on the integrative nature of Strategic Human Resource Management and how it can be put into operation with a range of management tools and techniques. The currency of the subject area is maintained through the identification of current issues and themes identified from recent research and the practical application of new developments.
<u>Learning Outcomes:</u>	On successful completion of this module students will be able to: <ul style="list-style-type: none"> ▪ The ability to critically evaluate the effectiveness of Human Resource Management policies and practices undertaken in organisations, and their impact upon line managers. An understanding of HR policies and practices and its role in the achievement of corporate objectives; ▪ An understanding of the national and international context of strategic HRM ▪ The ability to critically analyse the philosophy, policies and practices in relation to Human Resource Management. ▪ The ability to present persuasive arguments in support of strategic HR decisions.
<u>Curriculum Content:</u>	Key areas in the module will include: <ul style="list-style-type: none"> ▪ Intro. To Strategic HRM – models and current perspectives ▪ Work design & Organisational Structures – implications for strategic planning ▪ External and Internal factors – triggers for change and re-appraisal of HR strategies ▪ Globalisation – Convergence/divergence issues in HR strategies (International dimension) ▪ Human Resource Development (HRD) – philosophies, models and practices ▪ Individual & Organisational HRD ▪ HRD diagnostics – Training needs analysis ▪ HRD design and implementation – Part 1 of 2 ▪ HRD design and implementation – Part 2 of 2

<u>Learning Strategy:</u>	A series of workshops will provide the environment in which practical and conceptual frameworks and considerations can be considered. These sessions are designed to be participative and will use a range of learning methods. There will be an emphasis upon students discussing and working through scenarios as a means of developing their depth of knowledge and critical analysis skills. Students will be required to complete an activity-based tutorial in order to extend their practice management skills and encourage independent study.
<u>Assessment:</u>	Formative: 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. Summative: Coursework (50%) Production of a paper for presentation within a student led seminar. (NB The paper, and not the presentation, will be subject to assessment). Examination (50%) - A 1½-hour examination will be held at the end of the semester.