1. **Title of the module**

BUSN5011 (CB5011) Human Resource Management

1. **School or partner institution which will be responsible for management of the module**

Kent Business School

1. **The level of the module (Level 4, Level 5, Level 6 or Level 7)**

Level 5

1. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTS)

1. **Which term(s) the module is to be taught in (or other teaching pattern)**

Autumn

1. **Prerequisite and co-requisite modules**

None

1. **The programmes of study to which the module contributes**

BSc Management and associated programmes

1. **The intended subject specific learning outcomes.  
   On successfully completing the module students will be able to:**

8.1 understand the role of Human Resource Management (HRM) practices within specialist functions and as part of line management activity

8.2 evaluate the process of managing people and teams

8.3 critically assess the impact of human resource management theory on management and management practice

8.4 understand the connection between human resource management practices and apply these concepts to the wider business environment in which they function

1. **The intended generic learning outcomes.  
   On successfully completing the module students will be able to:**

9.1 organise and present an analysis as a considered viewpoint

9.2 find, select and synthesise complex information

9.3 communicate effectively orally and in writing and at an appropriate level for the audience

9.4 demonstrate initiative and personal responsibility in working and studying independently using relevant resources

9.5 demonstrate critical thinking through reflection

1. **A synopsis of the curriculum**

This module will introduce students to the key concepts of managing people involving and examination of organisational, management and human resource management theory and practice. This will be achieved through relating relevant theory to practical people and organisational management issues.

Indicative topics of the module are:

* The nature of human resource management
* Motivation in the workplace
* Work organisation, job design and flexible working
* Groups and team working
* Diversity in the workplace
* Recruitment & selection
* Learning and development
* Employee Involvement and participation
* Employee performance and reward
* Ethical HRM

1. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

Torrington, D., Hall, L., Taylor, S. & Atkinson, C. (2014) *Human Resource Management*, 9th edn. Harlow: Pearson

1. **Learning and teaching methods**

Total contact hours: 21

Private study hours: 129

Total study hours: 150

1. **Assessment methods**
   1. Main assessment methods

Group Presentation (20%)

Group reflective report (1000 words) (10%)

Individual Report (3000 words) (70%)

13.2 Reassessment methods

Reassessment Instrument: 100% coursework

1. **Map of module learning outcomes (sections 8 & 9) to learning and teaching methods (section12) and methods of assessment (section 13)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Module learning outcome** | *8.1* | *8.2* | *8.3* | *8.4* | *9.1* | *9.2* | *9.3* | *9.4* | *9.5* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |  |
| *Private study* | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| *Lectures* | **x** | **x** | **x** | **x** | **x** | **x** |  |  |  |
| *Seminars* | **x** | **x** | **x** | **x** | **x** | **x** | **x** |  |  |
| **Assessment method** |  |  |  |  |  |  |  |  |  |
| *Group presentation* | **x** | **x** | **x** |  | **x** | **x** | **x** |  |  |
| *Individual report* | **x** |  | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| *Group reflective report* |  | **x** |  |  |  |  | **x** | **x** | **x** |

1. **Inclusive module design**

The School recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

a) Accessible resources and curriculum

b) Learning, teaching and assessment methods

1. **Campus(es) or centre(s) where module will be delivered**

Canterbury

1. **Internationalisation**

There will be reference to global human resource management and international organisations within the content of this module.

**FACULTIES SUPPORT OFFICE USE ONLY**

**Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Date approved | Major/minor revision | Start date of the delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
| 08/12/19 | Major | Sep 2020 | 13, 14 | No |
|  |  |  |  |  |