1. **Title of the module**

BUSN6840 (CB684) Strategic 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 6

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**

BUSN6810 Managing Human Resources in Contemporary Organisations/BUSN5011 Human Resource Management

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

BBA and associated programmes

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

8.1 critically evaluate the theory of HRM and its links with organisational theory.

8.2 critically evaluate the strategic importance of human resource management.

8.3 understand the links between strategic human resource management and business strategy.

8.4 critically assess the role and impact of strategic HRM in the performance of organisations.

8.5 understand performance outcomes associated with different forms of strategic HRM.

8.6 assess the strategic contribution of employee participation and involvement to strategic HRM and organisational performance.

8.7 evaluate the process of HRM in relation to size and sectoral contexts

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

9.1 demonstrate enhanced analytical skills by linking theoretical perspectives to contemporary organisational situations

9.2 work independently and manage their time effectively

9.3 demonstrate effective communication skills

1. **A synopsis of the curriculum**

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

Indicative topics of study are:

The theory of strategic HRM; Strategic HRM and Business Strategy;

Strategic HRM and Organisational Performance;

Strategic employee involvement and participation;

HRM in the public sector;

HRM in Small and Medium Enterprises;

HRM in the voluntary sector;

Strategic HRM in the international context.

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

Beardwell, J. and Claydon, T. (2010) Human Resource Management: A Contemporary Approach 6th Edition London: FT Prentice-Hall

Bratton, J. and Gold, J. (2012) Human Resource Management: Theory and Practice. Basingstoke: Palgrave MacMillan

Kramar, R. and Syed, J. (2012) Human Resource Management in a Global Context. Basingstoke: Palgrave MacMillan.

Truss, C., Mankin, D. & Kelliher, C. (2012), Strategic Human Resource Management Oxford: Oxford University Press.

1. **Learning and teaching methods**

Total contact hours: 22

Private study hours: 128

Total study hours: 150

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

Group presentation (20%)

Examination, 2 hours (80%)

13.2 Reassessment methods

Like for Like

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* | *8.5* | *8.6* | *8.7* | *9.1* | *9.2* | *9.3* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |  |  |
| *Private Study* | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| *Lectures* | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |  |  |
| *Seminars* | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| *Revision session* | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |  |  |
| **Assessment method** |  |  |  |  |  |  |  |  |  |  |
| *Examination* | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| *Group presentation* | **x** | **x** | **x** | **x** | **x** | **x** | **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**

Strategic HRM in the international context is a thematic element 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) |
| 08/02/17 | Major | September 2017 | 9,13 | No |
|  |  |  |  |  |

Revised FSO Jan 2018