1. **Title of the module**

BUSN7430 (CB743): Critical Approaches to Human Resources and Organisational Behaviour

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)**

Spring

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

BUSN6970 Managing People and Teams is a prerequisite

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

BA/BSc (Hons) Business & Management and associated programmes

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

8.1 Critically evaluate and apply the theory of strategic human resource management (HRM) and its links with wider theories.

8.2 Critically evaluate the links between strategic HRM and business strategy.

8.3 Critically assess the role of strategic HRM in the performance of organisations.

8.4 Through an analysis of case study materials, critique current issues in organisational behaviour (OB) and HRM in a variety of work settings.

8.5 Critically evaluate and apply the theory of organisational wellbeing, particularly related to mental health/stress in the workplace and as part of strategic human resource management.

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

9.1 Demonstrate an ability to organise and present an analysis as a considered viewpoint.

9.2 Demonstrate the ability to apply critical thinking to a range of competing theories and frameworks.

9.3 Demonstrate an ability to find, select, organise and synthesise complex information.

9.4 Demonstrate initiative and personal responsibility in undertaking independent and self-managed learning.

1. **A synopsis of the curriculum**

The aims of this module are to develop an insight into the key concepts and theories of human resource management (HRM) and organisational behaviour (OB). It will develop in students an understanding of the links between HRM policies and practices and organisational performance, and the factors that influence the management of employees.

Content will include:

1. An introduction to Human Resource Management (HRM) and Organisational Behaviour (OB)
2. Strategic HRM
3. Performance Management
4. Strategic Recruitment and Selection
5. Leadership
6. Power, Politics and Decision Making
7. Making the business case for diversity
8. Organisational Culture and International HRM
9. Pay, Reward and Wellbeing
10. Managing Innovation and Change
11. HRM and Ethics
12. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

Core textbook:   
Clegg, S. R., Kornberger, M., and Pitsis, T. (2011). *Managing and organizations: An introduction to theory and practice*. London: Sage

Further indicative readings:  
Redman T. and Wilkinson A. (2013). *Contemporary Human Resource Management: Text and Cases*. London: FT Prentice Hall  
Robbins, S. P., and Judge, T. A. (2001). *Organizational Behavior*. New Jersey: Pearson  
Storey J. (2007). *Human Resource Management: A Critical Text*. London: Thomson  
Torrington D., Hall, L. and Taylor S. (2008). *Human Resource Management*. Harlow: FT Prentice Hall  
Beardwell, J. and Claydon, T. (2010). *Human Resource Management: A Contemporary Approach*. 6th edn. London: FT Prentice Hall  
Kramar, R. and Syed, J. (2012). *Human Resource Management in a Global Context*. Basingstoke: Palgrave MacMillan

Students are also recommended to keep up to date with the latest issues in the HRM arena from the perspective of the HRM professional by reading People Management, which is the professional magazine published by the CIPD.

1. **Learning and teaching methods**

The module will be taught by lectures, seminars and private study.

Total Contact Hours: 21

Private Study Hours: 129

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

Essay – 3,000 words (40%)

Exam – 2 hour, unseen, closed book – (60%)

* 1. Reassessment methods

Reassessment will be by 100% closed book 2 hour examination

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* | *9.1* | *9.2* | *9.3* | *9.4* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |  |  |
| Lectures |  | **X** | **X** | **X** | **X** | **X** |  |  |  | **X** |
| Seminars |  | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| Preparation |  | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| Independent  study |  | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| **Assessment method** |  |  |  |  |  |  |  |  |  |  |
| Examination (two-hours,  closed book) | 60% | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| Individual Essay  (3,000 words) | 40% | **X** |  |  | **X** |  | **X** | **X** | **X** | **X** |

1. **Inclusive module design**

Kent Business 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**

Medway

1. **Internationalisation**

This module, within its subject content, contains a specific topic related to international human resource management, where the role of cultural differences in the practice of human resource management will be explored. Additionally, in lectures and seminars, representative case studies of each topic will be frequently studied, always aiming to provide the student with cases from around the world.

**If the module is part of a programme in a Partner College or Validated Institution, please complete sections 18 and 19. If the module is not part of a programme in a Partner College or Validated Institution these sections can be deleted.**

1. **Partner College/Validated Institution**

**N/A**

1. **University School responsible for the programme**

**N/A**

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**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 delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
| 08/12/19 | Minor | January 2021 | 1,7 | No |
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