1. **Title of the module**

BUSN9050 (CB9050) Reward and Performance 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 7

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 or Spring

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

BUSN9046 – Human Resource Management & Development in Practice

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

MSc Human Resource Management; MSc International Human Resource Management

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

8.1 Critically evaluate the conceptual apparatus and theoretical debates informing reward & performance management.

8.2 Critically analyse the relationship between the environment, strategy and systems of reward & performance management.

8.3 Systematically decide and communicate strategic reward & performance aims, objectives, priorities and targets.

8.4 Plan effective reward/performance management policies and practices to improve organisational and employee performance.

8.5 Design internally consistent reward structures that recognise labour market and equity constraints.

8.6 Critically evaluate key issues in the effectiveness of reward & performance management.

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

9.1 Set reward & performance management in the wider context of general organisational management.

9.2 Develop their ability to critically assess and evaluate the impact of reward & performance management approaches on the management of human resources and organisational performance.

9.3 Develop analytical skills by linking theoretical perspectives to contemporary organisational situations.

9.4 Develop ability to develop relevant strategies and policies.

9.5 Plan work, working independently, and in groups.

9.6 Develop ability to write coherently and write critically.

1. **A synopsis of the curriculum**

This module will provide students with a range of theoretical and practical knowledge, providing them with the opportunity to think critically and evaluate the theory and practice of reward and performance management. This will enable students to develop and apply reward and performance management tools and techniques to specific organisational contents in which they might operate.

Indicative topics of study are:

• Theories of reward/performance management in context:

• Understanding the role of internal and external labour markets in reward/performance management: the changing world of work and major features of national and international employment markets.

• Understanding strategic reward/performance management practices.

• Understanding the role of paying for performance

• Understanding the linking practices for reward and performance management:

• Evaluating the success of reward/performance management practices.

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

Armstrong, M. (2015). *Armstrong’s Handbook of Reward Management Practice: Improving Performance through Reward*. 5th Edn. London: Kogan Page

Perkins, S. J., White, G., & Jones, S. (2016). *Reward Management: Alternatives, Consequences and Context*. 3rd Edn. London: CIPD.

Shields, J., et al. (2015). *Managing Employee Performance and Reward: Concepts, Practices, Strategies*. 2nd Edn. Cambridge: Cambridge University Press.

1. **Learning and teaching methods**

Total contact hours: 24

Private study hours: 126

Total study hours: 150

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

Individual essay (2500 words) (40%)

Examination, 2 hours (60%)

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* | *9.1* | *9.2* | *9.3* | *9.4* | *9.5* | *9.6* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |  |  |  |  |
| Private Study | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| Lectures | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | x |
| Seminars | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | x |
| **Assessment method** |  |  |  |  |  |  |  |  |  |  |  |  |
| Examination – 2 hour | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| Individual essay | **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 and Medway

1. **Internationalisation**

The module will continue to use internationally relevant case studies and learning material and students will be encouraged to think about the learning outcomes in an international context. The MSc International HRM programme learning outcomes require that the module provides internationally focussed case study and perspective in exploring theory and practice in regards to reward and performance management. In particular, one entire session is devoted to international aspects of performance and reward management.

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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.**

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| --- | --- | --- | --- | --- |
| Date approved | Major/minor revision | Start date of the delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
| 06/07/2017 | Minor | January 2018 | 10 |  |
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Revised FSO Jan 2018