1. **Title of the module**

SPOR5740 (SS574) Human Resources Management in Sport

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

School of Sport and Exercise Sciences

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 and Spring

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

None

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

BA (Hons) Sport and Exercise Management

BA (Hons) Sport Management

MSport Sport Management

1. **The intended subject specific learning outcomes.  
   On successfully completing the module students will be able to:**
2. Discuss the role of the Human Resource function.
3. Propose human resource management procedures including recruitment and selection for a small business.
4. Investigate and discuss the human resource procedures for a business of your choice within the sports industry
5. **The intended generic learning outcomes.  
   On successfully completing the module students will be able to:**
6. Communication and presentation skills - via the use of student led practical sessions and presentations on a variety of subject specific material with both individual and group settings used.
7. Ability to self-appraise and reflect on practice – evidenced within the evaluation section of the reflective nature of the coursework assignment.
8. Ability to plan and manage learning - through completing the extra self-directed study necessary to successfully complete the required assignments and tasks set during this module.
9. **A synopsis of the curriculum**

To discuss human resource/personnel policies specifically in relation to recruitment and selection activities in sport settings. Designing job descriptions, Working with volunteers in sport. Discuss performance management/appraisal processes. Explore legislation and equality issues, investigate induction, training and development activities to include graduate training programmes, development assessment centres, job shadowing and succession planning. Explore rewards and models of motivation as well as retention strategies applied to the context of Human Resources Management in sport.

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

Chelladurai, P. (2006). Human Resource Management in Sport and Recreation. (2nd ed). Human Kinetics.

Cuskelly, G; Hoye R and Auld, C. (2006). Working with Volunteers in Sport: Theory and Practice. Routledge.

Dessler, G (2005). Human Resource Management (10th ed) New Jersey Prentice Hall

Gardiner, S. et al. (2005). Sports Law London Cavendish Publishing

Robinson, L. and Palmer D. (2011). Managing Voluntary Sport Organisations. Routledge

Torkildsen, G (2005). Leisure and Recreation Management (5th ed) London E & FN Spon

Torrington, D. Hall, L. Taylor, S. (2005). Human Resource Management. (6th ed) Harlow Prentice Hall

Tyson, S. (2006). Essentials of Human Resource Management (5th ed) London Butterworth Heinemann

1. **Learning and teaching methods**

Total contact hours: 22

Private study hours: 128

Total study hours: 150

1. **Assessment methods**

Written report (3500 words) -100%

At least one formative feedback opportunity will be provided in this module that will directly support the specified summative assessment. Please see the module guide for further information.

12.2 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* | *9.1* | *9.2* | *9.3* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |
| **Private Study** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| *Lecture* | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| *Seminar* | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| **Assessment method** |  |  |  |  |  |  |  |
| *Report: 3000 to 3500 words* | **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**

Medway

1. **Internationalisation**

The module is taught by staff of a European nationality and with international professional experience and background. The module draws upon international Human Resources Management examples and students are invited to explore the HRM processes of various international sport organisations. The reading list is also comprised of internationally recognised core texts and examples of an international focus are given during lectures and seminars.

**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) |
|  |  | |  | |  |  |
|  |  | |  | |  |  |

Revised FSO Feb 2018