

Human Resource Management

BMAN 30042

Credit rating 10

Unit coordinator: Isabel Tavora

Alliance Manchester Business School

Undergraduate

Level 3

Course unit overview

Topics include:

- Introduction to HRM
- Strategic HRM: Rhetoric and practice;
- Developing skills and people;
- Flexible work and workers
- Employee Voice;
- Pay and Reward;
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Aims

To examine at introductory level the nature and meaning of human resource management (HRM) within the context of institutional frameworks and organisational strategies.

The **objectives** of this course are to understand and explain:

- The changing context in which HRM takes place, highlighting the factors external and internal to the organization that shape HRM.
- The theory and practice, rhetoric and reality, of a number of HRM practices;

The nature and diversity of approaches to HRM across organisations and sectors..

Learning outcomes

By the end of the course, students should be able to:

- Explain how different aspects of HRM are put into practice within organisations ;
- Explain how institutional and contextual factors shape the nature of HRM at the organisational level;
- Examine HR practices from the perspectives of employers and employees;
- Develop the skills of data collection and presentation through individual study and team working;
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Teaching and learning methods

Methods of Delivery: 10 one hour lectures and 10 one hour seminars over the duration of the course.

Total study hours: 100 hours split between lectures, workshops, reading for classes, coursework and examinations.

Private study hours: 78

Informal Contact Methods1. Office Hours

Assessment methods

Assessment methods and relative weightings:

2 hour examination (100%)

Feedback methods

The course is assessed by examination but there are a number of ways feedback is given to students throughout the course. There is the opportunity for students to do a 1000 word formative essay which is circulated in week 5/6 of the course with a guide mark and summary assessment returned by week 11. Informal advice and discussions in the seminars are also an important source of feedback to students. Generic feedback posted on Blackboard regarding overall exam performance is also available after exam marks have been released.

Methods of feedback from students

Student feedback is welcomed. The course coordinator is available to discuss any issues with students throughout the course. These may be questions in relation to the content of a particular lecture or concerns about the course more widely. When students have not understood a reading they are encouraged to raise this matter in the seminar. There is also the formal university course evaluation form that students complete at the end of the module.

Requisites

Recommended reading

Grugulis, I. (2017) *A very short, fairly interesting and reasonably cheap book about Human Resource Management*, Sage. (Recommended purchase)

Wilkinson, A. Redman, T. and Dundon, T. (eds) (2017) *Contemporary Human Resource Management*, Pearson (5edition)

Bach, S and Edwards, MR (eds) (2012) *Managing Human Resources: Human Resource Management in Transition*. Wiley (5 edition).

Each week a reading will be specified for discussion in the seminar. The link to this will be available on the course Blackboard space.

Scheduled activity hours

Assessment written exam	2
Lectures	10
Seminars	10

Independent study hours 78 hours

Additional notes

Length of course: 10 weeks

Pre-requisites: None

Co-requisites: None

Dependent courses: None

Programme Restrictions: Available as a free choice option to students who have received prior agreement from their registering School. Option for IBFE. Not available to BSc in Management/Management (Specialism), IMABS, IM, ITMB or Accounting.

BMAN30042 is available to visiting and exchange students admitted through the Study Abroad Unit at the University of Manchester.

Timetable <https://ughandbook.portals.mbs.ac.uk/Non-AllianceMBSstudents/Teachingtimetables.aspx>

For Academic Year

Updated:

Approved by: