

<b>Unit Title</b>	Principles of HRM
<b>Programme(s)/Course</b>	BABS, BABA, BABM, CH
<b>Level</b>	5
<b>Semester</b>	
<b>Ref No:</b>	
<b>Credit Value</b>	20 CAT Points
<b>Student Study hours</b>	Class contact hours: 60 Blended learning and student managed learning hours: 140
<b>Pre-requisite learning</b>	Year 1 core OB unit
<b>Co-requisites</b>	None
<b>Excluded combinations</b>	None
<b>Unit Coordinator</b> <b>[Name + e mail address]</b>	Stephanie Garner <a href="mailto:garnersc@lsbu.ac.uk">garnersc@lsbu.ac.uk</a>
<b>Parent Department</b>	Management
<b>Parent Course</b>	
<b>Description</b> <b>[100 words max]</b>	This unit is an introduction to the context, theory and practice of HRM. It serves to provide the theoretical and empirical foundation for those students intending to specialise in the area of HRM. It also introduces students, who do not intend to specialise in the area of HRM, to the important managerial area of managing people.
<b>JACS Code</b>	
<b>Aims</b>	To provide a critical understanding of human resource management (HRM) To provide a firm foundation in the theory and practice of HRM for those students opting to take the HRM pathway in the final stage of study To provide those students not opting to specialize in HRM a good appreciation of this important managerial area
<b>Learning outcomes</b>	<b>Knowledge and Understanding:</b> At the end of the unit, students should be able to:  1. Show a knowledge and understanding of the environment & context of HRM 2. Understand the functions and purpose of HRM within a business setting.

	<ol style="list-style-type: none"> <li>3. Identify the outcomes of specific human resource policies and practices</li> <li>4. Understand the nature of key human resource management skills</li> <li>5. Apply underlying concepts and principles within an employment context</li> </ol> <p><b>Intellectual Skills:</b></p> <ol style="list-style-type: none"> <li>1. Develop and use analytical skills in the understanding of case study problems and in interpreting assessment requirements</li> <li>2. Develop the ability to write in a critical way, utilizing theoretical concepts to underpin arguments</li> <li>3. Develop and practice research skills through assessed coursework completion and exam preparation</li> </ol> <p><b>Practical Skills:</b></p> <ol style="list-style-type: none"> <li>1. Develop planning skills through preparation for seminars, regular core text reading and meeting assessment deadline</li> <li>2. Demonstrate self management through preparation for seminars, regular reading and meeting assessment deadlines</li> <li>3. Effectively communicate information, arguments and analysis in a variety of forms within class sessions and for coursework and exam assessment</li> </ol> <p><b>Transferable skills:</b></p> <ol style="list-style-type: none"> <li>1. The intellectual and practical skills can be transferred to other academic disciplines, to include analytical, critical thinking, planning, problem solving, research and communication.</li> <li>2. The knowledge and understanding of HR can be transferred to other HR units in level 5 and as a platform for further study at level 6</li> </ol>
<b>Employability</b>	The content of this unit is very relevant to the workplace and will offer students knowledge of current HR practices and issues. In addition, some of the topics covered could enhance individual job search opportunities.
<b>Teaching &amp; Learning Pattern</b>	<p>4 hours per week for the whole semester</p> <p>2 hour Lectures will outline key theoretical issues, the empirical research and the nature of HR practices in each of the topic areas</p> <p>2 hour Seminars/workshops/tutorials will be used to develop themes covered within the lectures and will include a variety of activities and exercises to stimulate discussion and debate. These will include assessment workshops to support coursework preparation and exam revision. Also tutorial provision will allow for formative feedback</p>

	<p>In addition, subject-linked case studies have been provided to assist in the transfer of theory to practice. These will be used during lecture and seminar sessions.</p> <p>Students taking this unit on the part time mode will attend a three hour session with additional support through a blended learning provision</p>
<b>Indicative content</b>	<p><b>PART A: INTRODUCTION, HISTORY AND CONTEXT OF HRM</b></p> <p>What is HRM; the context and development of HRM; environmental factors impacting on HRM; strategic approaches to HRM; working patterns and practices; job design, flexibility and work-life balance;</p> <p><b>PART B: HRM PRACTICES</b></p> <ol style="list-style-type: none"> <li>1. <b>People Resourcing:</b> Labour markets and human resource planning; recruitment and selection; equal opportunities and diversity management</li> <li>2. <b>Performance, learning and development:</b> Performance management and reward mechanisms; the role of training and development within the organisation; training systems and procedures; organisational ways of integrating learning and work</li> <li>3. <b>The employment relationship:</b> The establishment of the employment relationship; the contract of employment and the psychological contract; the context, focus, stakeholders and process of employee relations; employee involvement mechanisms</li> </ol> <p><b>PART C: SUMMARY AND EVALUATION</b></p> <p>The contribution of HR to the business</p>
<b>Assessment method (Please give details – elements, weightings, sequence of elements, final component)</b>	<p>There are two components to the assessment:</p> <ol style="list-style-type: none"> <li>1. Coursework that constitutes 40% of the weighting: The coursework consists of a 2,000-word assignment, based on a case study organisation</li> <li>2. Examination that constitutes 60% of the weighting: The examination is two hours. Students will be required to answer essay style questions based on areas within the unit syllabus</li> </ol>
<b>Indicative Reading</b>	<p><b>CORE READING:</b></p> <ol style="list-style-type: none"> <li>1. Torrington, Derek; Hall, Laura and Taylor, Stephen (2011) Human Resource Management: 7<sup>th</sup> Edition. FT/Prentice Hall</li> <li>2. Beardwell, Julie &amp; Claydon, Tim (2010) Human Resource Management:</li> </ol>

	<p>A Contemporary Approach 6<sup>th</sup> Edition. Pearson Education</p> <p>3. Bratton, John &amp; Gold, Jeffrey (2007) Human Resource Management Theory and Practice, 4<sup>th</sup> Edition. Palgrave</p> <p><b>OPTIONAL READING:</b></p> <ol style="list-style-type: none"> <li>1. Redman, T and Wilkinson, A (2006) Contemporary Human Resource Management. 2<sup>nd</sup> Edition FT Prentice Hall</li> <li>2. Gomez-Mejia/Balkin (2009) Managing Human Resources, Global Edition 6<sup>th</sup> Edition FT Prentice Hall</li> <li>3. Price, Alan (2007) Human Resource Management in a Business Context, 3<sup>rd</sup> Edition, International Thomson</li> <li>4. Leopold, J Harris, L (2009) The Strategic Management of Human Resources, 2<sup>nd</sup> Edition, FT Prentice Hall</li> </ol>
<b>Other Learning Resource:</b>	