

**MODULE: MANAGING HUMAN RESOURCES**

**Theme:** Human Resource Management

**Assessment Weighting:** 30% Course Work

70% Examination

**INTRODUCTION**

This module provides students with an in-depth understanding of the major human resource issues involved in managing a workforce in business organisation. The module explores the relationship between an organisations strategy, its culture and its HRM policies and procedures.

**AIMS**

The aims of this module are:

To give students an overview of the Human Resource Management (HRM) function.

To help students understand the organisational implications of fully implementing a HRM Programme.

To introduce students to the different models of HRM integration with the organisations strategy.

To help students understand the effect of culture and structure on HRM.

To ensure students have a substantial understanding of HR Planning, Recruitment and Selection, Training and Developing and the Reward System.

**LEARNING OUTCOMES**

On successful completion of the module, students will be able to:

Evaluate the context, limits and possibilities of Human Resource Management in terms of an organisations strategy, structure and culture.

Assess the role of Human Resource Management within an organisation and its strategic fit with other departments.

Apply the various Human Resource Management strategies to different situations both within and outside the firm.

Appreciate the historical perspective of the management of people.

Have a knowledge and understanding of the components of organisational HRM.

**ASSESSMENT METHODS**

30% of the marks have been allocated to coursework and may be typically presented in the format of written assignments, role-play, presentation etc to assess a number of different areas of Human Resources. An end of semester examination will be held on module completion and will account for the remaining 70% of the marks.