

## **COURSE SPECIFICATION DOCUMENT**

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|------------------------------------|------------------------------------------------------|
| <b>Academic School/Department:</b> | Richmond Business School                             |
| <b>Programme:</b>                  | Business Management: Human Resource Management       |
| <b>FHEQ Level:</b>                 | 6                                                    |
| <b>Course Title:</b>               | Human Resource Management                            |
| <b>Course Code:</b>                | MGT 6101                                             |
| <b>Total Hours:</b>                | 160                                                  |
| Timetabled Hours:                  | 45                                                   |
| Guided Learning Hours:             | 15                                                   |
| Independent Learning Hours:        | 100                                                  |
| <b>Credits:</b>                    | 16 UK CATS credits<br>8 ECTS credits<br>4 US credits |

### **Course Description:**

This course focus on Human Resource Management in Business including the non-for profit sector. Key HRM topics are covered as Talent Management, Workforce Planning, Recruitment and Selection, Diversity, Performance Management and Learning and Development. It is appropriate for students seeking to follow a career in Human Resource Management or in other areas of functional management.

### **Prerequisites:**

MGT 5400 Organizational Behaviour

### **Aims and Objectives:**

The objective of the course is to provide the student with a good understanding of the role and function of Human Resource Management within the organization and the contribution it makes to effective performance both at the micro and macro level. The focus will be placed on understanding practical HR functions and their relevance for HR strategy for effective corporate performance through ensuring the effective performance of people within the organization.

Successful completion of the course will provide the student with the ability to perform a basic HR Planning, job analysis, design a recruitment procedure, understand the contribution of learning and development for effective individual performance. It aims to enable students to become innovators for a diverse and inclusive workforce. Developing HR strategy and skilled personnel for organizations to be able to meet the challenges of a global economic environment will form a key element of the course.

**Programme Outcomes:**

BMHR: A1, A3, A4, A5 B1, B2, B3, B4 C1, C2, D1, D4, D5

A detailed list of the programme outcomes is found in the Programme Specification.

This is maintained by Registry and located at:

<https://www.richmond.ac.uk/programme-and-course-specifications/>

**Learning Outcomes:****Knowledge and Understanding**

- Critically analyse and evaluate HRM concepts
- Understand the context within which Human Resource Management is practiced Recognize the importance of taking a Strategic Human Resource management approach to the management of people within organizations

**Cognitive Skills**

- Critically evaluate contemporary HRM theories and emerging trends  
Critically evaluate the role of HR in an organisation and what needs to be done to become an acknowledged business partner

**Practical and/or Professional Skills**

- Be able to evaluate the variables and trends which impact on HRM effectiveness
- Be able to apply HRM theories to practice
- Understand how HRM factors influence individual and organisational performance

**Key Skills**

- Be able to evaluate statements in terms of evidence
- Be able to communicate effectively both verbally and in writing in relation to the topic

**Indicative content:**

- Understand the ideas behind HRM practice and decision making
- To be able to define and explain HRM processes and how they impede or facilitate the effective performance of the organization.
- Define and explain the various HR functions and how each contributes to the effective management and development of organizational performance.

**Assessment:**

This course conforms to the University Assessment Norms approved at Academic Board and located at: <https://www.richmond.ac.uk/university-policies/>

### Teaching Methodology

The sessions will combine some theoretical explanation followed by application of concepts in class exercises and case studies in groups in order to develop team working skills. Students will be expected to fully prepare and contribute to class discussions. Students are expected to participate and actively contribute to class debates.

### Indicative Text(s):

Carbery, R. and Cross, C., 2019. Human Resource Management. 2nd ed. London: Red Globe Press.

Taylor, S., 2022. Human Resource Management: People and Organisations

Students are also expected to read other texts on leadership available in the Library. Avoid relying on web sources as most of these lack academic rigour.

### Recommended Reading

Banfield, P, Kay, R and Royles, D (2018), Introduction to Human Resource Management, (Third Edition), Oxford: OUP

Dessler, G (2019), Human Resource Management (16th edition), Harlow: Pearson Education Ltd.

Mondy, R., and Martocchio, J., (2016), Human Resource Management, (14th Edition), Pearson.

Mullins, L. (2016), Management and Organizational Behaviour (11th Edition), London:

### Journals

Human Resource Management;

Work, Employment and Society;

Gender, Work and Organization;

British Journal of Industrial Relations and International Labour Review:

Harvard Business Review

### Websites

Chartered Institute of Personnel Development: [cipd.co.uk](http://cipd.co.uk)

[HumanResourceExecutive.com](http://HumanResourceExecutive.com)

See syllabus for complete reading list

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Change Log for this CSD:

| Nature of Change                                   | Date Approved & Approval Body (School or LTPC) | Change Actioned by Academic Registry |
|----------------------------------------------------|------------------------------------------------|--------------------------------------|
| Various updates as part of the UG programme review | AB Jan 2022                                    |                                      |
| Revision – annual update                           | May 2023                                       |                                      |
| Total Hours Updated                                | April 2024                                     |                                      |
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