

Module Details	
Module Title:	HRM in Context
Module Code:	HRM7501-B
Academic Year:	2019-20
Credit Rating:	20
School:	School of Management
Subject Area:	Human Resource Management
FHEQ Level:	FHEQ Level 7 (Masters)
Pre-requisites:	
Co-requisites:	

Contact Hours	
Type	Hours
Lectures	24
Tutorials	12
Directed Study	164

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 1 (Sep - Jan)

Module Aims
<p>This module provides learners, first, with an understanding of the principal internal and external environmental contexts of contemporary organisations, including the managerial and business context, within which managers, HR professionals and workers interact in conditions of environmental turbulence. Second, it examines how those leading organisations respond to these dynamic environmental contexts. Third, it indicates how managers and leaders in organisations need to recognise that corporate decisions and HR choices are not always shaped by managers alone but by internal and external forces.</p>

Outline Syllabus
<p>The module covers a range of perspectives and debates surrounding the impact of Human</p>

Resource Management on organizational performance. This module has a particular focus on recruitment and selection practices, assessment and applicant perspectives. Lecture themes include: HRM strategies from best-practice, best-fit and the resource based view (RBV) perspectives, selection and assessment, psychometric testing, applicant reactions organizational entry, socialization and the psychological contract.

Learning Outcomes

1	Understand, analyse and critically evaluate contemporary organisations and their principal environments.
2	Understand, analyse and critically evaluate the managerial and business environment within which HR professionals work.
3	Understand, analyse and critically evaluate how organisational and HR strategies are shaped by and developed in response to internal and external environmental factors.
4	Understand, analyse and critically evaluate the market and competitive environments of organisations and how organisational leaders and the HR function respond to them.
5	Understand, analyse and critically evaluate globalisation and international forces and how they shape and impact on organisational and HR strategies and HR practices.
6	Understand, analyse and critically evaluate demographic, social and technological trends and how they shape and impact on organisational and HR strategies and HR practices.
7	Understand, analyse and critically evaluate government policy and legal regulation and how these shape and impact on organisational and HR strategies and HR practices.

Learning, Teaching and Assessment Strategy

Student learning will be directed, supported and reinforced through a combination of lectures, staff-led small group sessions, the VLE (or equivalent) activities and guided private study. Sessions may be delivered weekly or in blocks. Small group sessions will use practical application of cases and case studies with oral feedback given in the class. All teaching will be supported by information supplied on the virtual learning environment (VLE). Tutorials will be used to reinforce the taught component and formative assessments will allow for monitoring progress. These will be supplemented by web-based learning and self-directed learning to support each topic will take place within the directed study time. Formative feedback is provided in the tutorials and lectures.

Mode of Assessment

Type	Method	Description	Length	Weighting
Summative	Coursework	Individual assignment	0-3000 words	100%

Reading List

To access the reading list for this module, please visit <https://bradford.rl.talis.com/index.html>.

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.