

IB2C4-15 Managing Human Resources

20/21

Department

Warwick Business School

Level

Undergraduate Level 2

Module leader

Juan Lopez-Cotarelo

Credit value

15

Module duration

10 weeks

Assessment

100% coursework

Study location

University of Warwick main campus, Coventry

Description

Introductory description

N/A.

[Module web page](#)

Module aims

This module aims to introduce students to different processes and practices involved in managing people at work. It seeks to develop a critical understanding of a range of conceptual, theoretical and practical issues. We will explore and evaluate different approaches to managing people, considering different contexts and stages of the employment cycle. It will be of value to students seeking managerial positions and, more generally, to those interested in analysing the management of people at work.

Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

Outline Syllabus

1 - Introduction. Origins, approaches and the HR function.

- 2 - Resourcing: recruitment and selection.
- 3 - Performance management.
- 4 - Pay and rewards.
- 5 - Equality, diversity and inclusion
- 6 - Training, learning and development
- 7 - Employee voice.
- 8 - Employee engagement and high-performance work practices.
- 9 - HRM and business strategy.
- 10 - HRM and the future of work. Module summary.

Learning outcomes

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

- Understand issues, approaches and debates in a number of the key "peoplemanagement" areas
- Be able to critically question different models and approaches
- Be able to handle material in an analytical rather than merely descriptive way and evaluate and marshal evidence to present a well argued case
- In addition, through group work and regular class contributions, students should develop their team working, communication and representational skills
- Problem solving
- Analysing a case
- Critical thinking

Indicative reading list

Beardwell, J. and Thompson, A. (eds) (2017) *Human resource management: a contemporary approach*. Eighth edition. Harlow, England: Pearson.

Beer, M., Boselie, P. and Brewster, C. (2015) 'Back to the Future: Implications for the Field of HRM of the Multistakeholder Perspective Proposed 30 Years Ago', *Human Resource Management*, 54(3), pp. 427–438.

Boxall, P. F. and Purcell, J. (2016) *Strategy and human resource management*. 4th edition. London: Macmillan Education. Edwards, P. and Wajcman, J. (2005) *The politics of working life*. Oxford: Oxford University Press.

Frey, C. B. and Osborne, M. A. (2017) 'The future of employment: How susceptible are jobs to computerisation?', *Technological Forecasting and Social Change*, 114, pp. 254–280.

Grugulis, I. (2017) *A very short, fairly interesting and reasonably cheap book about human resource management*. Los Angeles: SAGE.

Legge, K. (2005) *Human resource management: rhetorics and realities*. Anniversary ed. Basingstoke: Palgrave Macmillan.

McKenna, S., Richardson, J. and Manroop, L. (2011) 'Alternative paradigms and the study and practice of performance management and evaluation', *Human Resource Management Review*, 21(2), pp. 148–157.

Thompson, P. (2011) 'The trouble with HRM', Human Resource Management Journal, 21(4), pp. 355–367.

Townley, B. (1994) Reframing human resource management: power, ethics and the subject at work. London: Sage

.Ulrich, D. et al. (2013) 'The State of the HR Profession.', Human Resource Management, 52(3), pp. 457–471.

Wright, C. (2008) 'Reinventing human resource management: Business partners, internal consultants and the limits to professionalization', Human Relations, 61(8), pp. 1063–1086.

Subject specific skills

Able to execute, analyse and evaluate actions taken by HR professionals to deal with a range of issues, including: - Learning needs analysis - Recruitment & selection (interviews and assessment centres) - Discipline and dismissal

Transferable skills

Able to analyse a case relating to HRM and propose relevant and feasible solutions

- Able to interpret HRM data
- Able to defend a particular perspective on managing people
- Able to critically evaluate arguments about the management of people at work, including complex academic arguments, models and perspectives (e.g. critical readings of 'power')

Study

Study time

Type	Required
Lectures	10 sessions of 2 hours (13%)
Seminars	9 sessions of 1 hour (6%)
Private study	49 hours (33%)
Assessment	72 hours (48%)
Total	150 hours

Private study description

Private Study.

Costs

No further costs have been identified for this module.

Assessment

You do not need to pass all assessment components to pass the module.

Assessment group A1

	Weighting	Study time
Participation	10%	
Written Assignment (3000 words)	90%	

Feedback on assessment

Feedback via My.WBS.

Availability

Courses

This module is Optional for:

- UIBA-N20B BSc in Management
 - Year 2 of N20B Management
 - Year 2 of N20B Management
 - Year 2 of N23K Management with Accounting
 - Year 2 of N234 Management with Digital Innovation
 - Year 2 of N235 Management with Entrepreneurship
 - Year 2 of N232 Management with Finance
 - Year 2 of N252 Management with Marketing
 - Year 2 of N23L Management with Strategy and Organisation
- Year 3 of UCSA-I1N1 Undergraduate Computer Science with Business Studies
- Year 4 of UCSA-I1NA Undergraduate Computer Science with Business Studies (with Intercalated Year)
- Year 1 of UIOA-VEU Undergraduate EU Visiting
- Year 4 of UGEA-RN21 Undergraduate German and Business Studies
- Year 2 of UIPA-L8N1 Undergraduate Global Sustainable Development and Business
- Year 2 of UIPA-L8N2 Undergraduate Global Sustainable Development and Business Studies (with Intercalated Year)
- Year 2 of UIBA-N1RA Undergraduate International Business with French
- Year 2 of UIBA-N1RB Undergraduate International Business with German
- Year 2 of UIBA-N1RC Undergraduate International Business with Italian
- Year 2 of UIBA-N1RD Undergraduate International Business with Spanish
- UIBA-N20F Undergraduate International Management

- Year 2 of N20F International Management
- Year 2 of N20F International Management
- Year 2 of N20S International Management (with Accounting)
- Year 2 of N20T International Management (with Chinese)
- Year 2 of N20N International Management (with Digital Innovation)
- Year 2 of N20P International Management (with Entrepreneurship)
- Year 2 of N20M International Management (with Finance)
- Year 2 of N20U International Management (with French)
- Year 2 of N20L International Management (with Marketing)
- Year 2 of N20V International Management (with Spanish)
- Year 2 of N20W International Management (with Strategy and Organisation)
- Year 2 of N20E Management (with Foundation Year)
- Year 2 of N234 Management with Digital Innovation
- Year 2 of UIBA-MN3A Undergraduate Law and Business Studies
- UIBA-N20E Undergraduate Management (with Foundation Year)
 - Year 3 of N20E Management (with Foundation Year)
 - Year 3 of N23N Management with Accounting (with Foundation Year and Placement Year)
 - Year 3 of N23M Management with Accounting (with Foundation Year)
 - Year 3 of N23E Management with Digital Innovation (with Foundation Year)
 - Year 3 of N23F Management with Entrepreneurship (with Foundation Year)
 - Year 3 of N23D Management with Finance (with Foundation Year)
 - Year 3 of N254 Management with Marketing (with Foundation Year)
 - Year 3 of N23P Management with Strategy and Organisation (with Foundation Year)
- Year 3 of UMAA-G1N4 Undergraduate Mathematics with Business Studies
- Year 4 of UMAA-G1N5 Undergraduate Mathematics with Business Studies (with Intercalated Year)
- Year 1 of UIOA-VOS Undergraduate Overseas Visiting
- Year 4 of UPXA-F3ND Undergraduate Physics and Business Studies (with Intercalated Year)
- Year 3 of UPXA-F3N2 Undergraduate Physics with Business Studies