

IB9ZK-15 Managing human resources in contemporary organisations

22/23

Department

Warwick Business School

Level

Taught Postgraduate Level

Module leader

Kim Hoque

Credit value

15

Module duration

9 weeks

Assessment

100% coursework

Study location

University of Warwick main campus, Coventry

Description

Introductory description

The module introduces students to a range of debates that are central to the human resource management and employment relations field, including the 'high commitment' models of human resource management. It also provides students with an in-depth insight into a number of the specific HR practice areas, including: recruitment and selection; training and development; job design and teamworking, pay and rewards; unions and HRM, and equal opportunities and diversity management.

[Module web page](#)

Module aims

The module aims to develop a critical understanding of the management of workers in organisations. It draws principally on the fields of human resource management (HRM) and employment relations, which are informed by several base disciplines in the social sciences including economics, law, political science, psychology and sociology. The module explores the relationship between human resource management/ employment relations matters and the wider context in which organisations are located. It demonstrates how the management of human

resources is problematic both in theory and practice and should be of fundamental concern for all managers engaged in managing people within their organisation. Each topic covered in this module uses evidence-based research to challenge some of the central assumptions of 'people management' orthodoxy. The objective is to equip students with the ability to think critically about management practice and develop an appreciation of the possible beneficial and harmful outcomes or the unintended consequences associated with human resource management interventions aimed at improving organisational performance.

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.

- high commitment models of human resource management
- recruitment, initial screening and final selection
- training and development
- job design and teamworking
- pay and rewards
- unions and HRM
- equal opportunities and diversity management

Learning outcomes

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

- Demonstrate an understanding of the development of human resource management as a field of study.
- Critically appreciate the contribution made by each of the core disciplines (e.g., sociology, psychology, law, economics).

Indicative reading list

[Reading lists can be found in Talis](#)

Research element

Students will be expected to extrapolate from existing research and scholarship to identify new or revised approaches to human resource practice

Interdisciplinary

Students will be expected to critically appreciate the contribution made by sociology, psychology, law, and economics to the topic area.

Subject specific skills

Analyse specific human resource management problems in their wider social context
Evaluate and marshal critical social science research on human resource management

Extrapolate from existing research and scholarship to identify new or revised approaches to human resource practice

Demonstrate advanced study skills including location and retrieval of relevant reading from library stock and electronic resources and employing appropriate quantitative methods.

Transferable skills

Written communication

Problem solving

Information technology

Study

Study time

Type	Required
Other activity	27 hours (18%)
Private study	49 hours (33%)
Assessment	74 hours (49%)
Total	150 hours

Private study description

Private study to include preparation for lectures

Other activity description

This module will be split as two hours face-to-face workshops and one online lecture hour per week. The lecture hour may be live, or may be prerecorded, or as asynchronous tasks with either online or face-to-face support

Costs

No further costs have been identified for this module.

Assessment

You must pass all assessment components to pass the module.

Assessment group A1

Weighting Study time Eligible for self-certification

Assessment component

Individual Assignment 100% 74 hours Yes (extension)

Reassessment component is the same

Feedback on assessment

Assessments are graded using standard University Postgraduate Marking Criteria and written feedback is provided.

Availability

Courses

This module is Optional for:

- Year 1 of TIBS-N1F5 Postgraduate Taught Business and Finance
- Year 1 of TIBS-N1F1 Postgraduate Taught Business with Accounting and Finance
- Year 1 of TIBS-N1F2 Postgraduate Taught Business with Consulting
- Year 1 of TIBS-N1F3 Postgraduate Taught Business with Marketing
- Year 1 of TIBS-N1QG Postgraduate Taught Business with Operations Management
- Year 1 of TIBS-N1F4 Postgraduate Taught International Business (MINT)
- Year 1 of TIBS-N2N3 Postgraduate Taught Management