

IB2C4-15 Managing Human Resources

26/27

Department

Warwick Business School

Level

Undergraduate Level 2

Module leader

Catherine Berrington

Credit value

15

Module duration

10 weeks

Assessment

100% coursework

Study location

University of Warwick main campus, Coventry

Description

Introductory description

This is an elective module available for WBS and non-WBS students. To find detailed availability and to apply for this module, log in to my.wbs.ac.uk using your normal IT login details and apply via the my.wbs module application system. Once you've secured a place on my.wbs you should apply via your home department's usual process, which usually takes place via eVision. Note that you do not require the module leader's permission to study a WBS module, so please do not contact them to request it.

[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.

- 1 - Introduction: origins, approaches and the HR function
- 2 - Resourcing: recruitment and selection
- 3 - Performance management
- 4 - Employee voice
- 5 - Equality, diversity and inclusion
- 6 - Training, learning and development
- 7 - Pay and rewards: foundations
- 8 - Pay and rewards: advanced topics
- 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 "people-management" 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 regular class contributions and discussions, students should develop their team working, communication and presentational skills
- Analysing a case.
- Critical thinking.
- Problem solving

Indicative reading list

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

Subject specific skills

Able to execute, analyse and evaluate actions taken by HR professionals to deal with a range of issues, including:

- Recruitment & selection (interviews and assessment centres)
- Training and development
- Performance management

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')
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Study

Study time

Type	Required
Lectures	1 session of 1 hour (1%)
Seminars	18 sessions of 1 hour (12%)
Online learning (independent)	10 sessions of 1 hour (7%)
Private study	47 hours (31%)
Assessment	74 hours (49%)
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 A6

	Weighting	Study time	Eligible for self-certification
Assessment component			
Individual Assignment	60%	44 hours	Yes (extension)

Reassessment component is the same

	Weighting	Study time	Eligible for self-certification
Assessment component			
Individual Assignment	20%	15 hours	Yes (extension)

Reassessment component is the same

Assessment component

Individual Assignment	20%	15 hours	Yes (extension)
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Reassessment component is the same

Feedback on assessment

Feedback via My.WBS.

Availability

Courses

Course availability information is based on the current academic year, so it may change.

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 Business
 - 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 1 of UIOA-EEU Undergraduate EU Exchange
- Year 2 of UGEA-RN21 Undergraduate German and Business Studies
- Year 2 of UIPA-L8N1 Undergraduate Global Sustainable Development and Business
- 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 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 N20N International Management with Digital Business
- Year 2 of N20E Management (with Foundation Year)
- Year 2 of N234 Management with Digital Business
- UIBA-N20J Undergraduate Management (with Foundation Year and Placement Year/Undergraduate Partnership Programme)
 - Year 3 of N20J Management (Foundation Year and Placement)
 - Year 3 of N20K Management (Foundation Year and UPP)
 - Year 3 of N23H Management with Digital Business (with Foundation Year and Placement Year)
 - Year 3 of N23J Management with Entrepreneurship (with Foundation Year and Placement Year)
 - Year 3 of N23G Management with Finance (with Foundation Year and Placement Year)
 - Year 3 of N255 Management with Marketing (with Foundation Year and Placement Year)
- 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 Business (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 N252 Management with Marketing
 - Year 3 of N254 Management with Marketing (with Foundation Year)
 - Year 3 of N23P Management with Strategy and Organisation (with Foundation Year)
- UIBA-N20C Undergraduate Management (with Placement Year/Undergraduate Partnership Programme)
 - Year 2 of N20M International Management (with Finance)
 - Year 2 of N20B Management
 - Year 2 of N20D Management (Undergraduate Partnership Programme)
 - Year 2 of N20C Management (with Placement Year)
 - Year 2 of N20Q Management with Accounting (with Placement Year)
 - Year 2 of N236 Management with Digital Business (with Placement Year)
 - Year 2 of N235 Management with Entrepreneurship
 - Year 2 of N237 Management with Entrepreneurship (with Placement Year)
 - Year 2 of N232 Management with Finance
 - Year 2 of N233 Management with Finance (with Placement Year)
 - Year 2 of N253 Management with Marketing (with Placement Year)
 - Year 2 of N23L Management with Strategy and Organisation

- Year 2 of N20R Management with Strategy and Organisation (with Placement Year)
- UIOA-EOS Undergraduate Overseas Exchange
 - Year 1 of UEOS Undergraduate Overseas Exchange
 - Year 1 of UEOS Undergraduate Overseas Exchange
- Year 1 of UIOA-EUS Undergraduate USA Exchange