

Module Outline

Part 1- as validated

1. Title	Applied HR Practice
2. Level	5
3. Credits	20
4. Indicative Student Study Hours	200
5. Core (must take and pass), Compulsory (must take) or Optional	Compulsory

5. Brief Description of Module

The aim of this module is to develop the skills necessary to effectively recruit, appraise, develop and manage reward systems for people.

Students will examine contemporary models for the planning, recruitment and appraisal of employees, acquiring the knowledge and developing the skills to independently manage these processes. Evaluation will be made of current philosophies for rewarding and performance managing people. Throughout the module reference will be made to UK legislation and students will be expected to examine Human Resources (HR) practices against the current UK legal framework.

6. Learning Outcomes - On successful completion of this module a student will be able to:

	<i>Subject specific learning outcomes:</i>
1.	Analyse the impact of both law and organizational procedures on the process of recruitment and selection.
2.	Plan organizational development and present a reasoned case for changes in staffing resources, identifying personnel requirements.
3.	Manage and evaluate a selection process, professionally communicate and justify decisions made.
4.	Evaluate strategies for retaining talent.
	<i>Generic learning outcomes:</i>
5.	Evaluate ethical issues
6.	Use group-working skills in complex team working activities

7. Assessment**Pass on aggregate or Pass all components***(modules can only be pass all components if this is a PSRB requirement)*

Pass on aggregate

Summary of Assessment Plan

	Type	% Weighting	Anonymous Yes / No	Word Count/ Exam Length	Learning Outcomes Coverage	Comments
1.	Group Project (portfolio)	25%	No		2,3,6	
2.	Report	75%	No	3000	1,2,3,4,5	

Further Details of Assessment Proposals

Give brief explanation of each assessment activity listed

The group portfolio will provide evidence of designing and implementing an assessment centre exercise assessing peers for a management job.

The report will include an evaluation of the factors influencing recruitment and selection in an organization, including a review of contemporary recruitment and selection methods, and an evaluation of strategies for retaining and developing people.

8. Summary of Pre and / or Co Requisite Requirements

N/A

9. For use on following programmes

BA(Hons) Business and Management