

Module Title:	Human Resource Management
Module Code:	BSCS01H
Level:	6
Credits:	15
Pre-requisites:	PRINCIPLES OF MANAGEMENT; SITE MANAGEMENT PRACTICE: HEALTH, SAFETY AND WELFARE

Module Description:

The module is designed to develop a detailed knowledge of those areas of personnel management concerned with construction personnel and their education and training. It will examine contemporary employment, industrial relations, safety legislation and associated procedures, and effective communications related to personnel matters.

Indicative Content:

- Human resource management; activities and functions
 - Recruitment and selection: policies, job design, job descriptions, person specifications, selection process
 - Employee motivation and human relations: theories,
 - Education and training: types, providers, on /off job training
 - Safety, health and welfare: legal requirements, responsibilities, accident reporting,
 - Industrial relations: legislation, disputes, actions, unions, employer associations
 - Employment legislation; statutory rights, contract of employment
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Learning and Teaching Methods:

Learning and teaching will take place in lectures and seminars where students will be involved in evaluative discussion of human resource management issues, and examination of case studies.

Students will be expected to develop and present policies, strategies and practices for human resource management. Self-directed learning will supplement lectures and seminars.

Administrative issues relating to health safety and welfare and their application to the workplace will inform the delivery and treatment of this topic.

Module Specifications: Schools of Construction and Engineering

Specific Learning Resources:

None

Bibliography

Highly Recommended

Corbridge, M. & Pilbeam, S. (2010) People Resourcing: HRM in Practice 4th Edition Harlow: Pearson Education Ltd

Recommended

Armstrong, M. (2009) Armstrong's Handbook of Human Resource Management Practice 11th Edition London: Kogan Page

Fryer, B. Egbu, C. and Gorse, C. (2011) The Practice of Construction Management 5th Edition Chichester: Wiley-Blackwell

Forster, G (1989) Construction Site Studies, Production, Administration, and Personnel Harlow: Longman

Beardwell, J, and Claydon, T. (2010) Human Resource Management : A Contemporary Approach 6th Edition Harlow: FT Prentice Hall

Foot, M. & Hook, C. (2011) Introducing Human Resource Management 6th Edition Harlow: FT Prentice Hall

Roberts, G. (2005) Recruitment and Selection 2nd Edition London: CIPD

Taylor, S. (2008) People Resourcing 3rd Edition London: CIPD

Background Reading

Calvert, R.E. Bailey, G. and Coles, D. (1995) Introduction to Building Management Oxford: Butterworth Heinemann

People Management Magazine

Human Resource Management Journal

Module Learning Outcomes

Subject Specific Learning Outcomes

On successful completion of this module you will be able to:

LO 1 | Apply theories of motivation, leadership and group behaviour.

LO 2 | Examine the role of personnel management.

LO 3 | Develop education and training plans for a range of construction employees.

LO 4 | Examine the implementation of health and safety procedures.

LO 5 | Assess the mechanisms for establishing and maintaining good industrial relations.

Module Specifications: *Schools of Construction and Engineering*

Assessment Title or element	Weighting (%)
Examination: open book, unseen	100%

Information correct at point of publication.