MN5481 – Masterclasses in Human Resource Management

MODULE TYPE/SEMESTER: Core (20 credits), Semester Two

MODULE CO-ORDINATOR: Dr Juliette Summers

CONTACT DETAILS: Dr Juliette Summers
jcs27@st-andrews.ac.uk
01334 462873

AIM:
The module aims to review a range of contemporary and critical issues relating to the practise, problemising and theorizing about human resource management (HRM) and will draw upon contributions from a number of practitioners, academics and researchers enabling students to engage with and reflect upon the meaning and reality of the issues covered.

METHOD OF TEACHING & LEARNING:
The module will comprise a three hour teaching session each week during the semester. Each teaching session will comprise a variety of activities: a contribution from guest speakers, a question and answer session and discussion. Students will be provided with an introduction to each teaching session in advance and some guided reading will be provided so that students can prepare for, and get the most out of, each session.

LEARNING OUTCOMES:
By the end of the module, students should be able to:
- Critically evaluate a range of contemporary issues and challenges in HRM;
- Assess the role of competing values and perspectives in HRM;
- Compare, contrast and evaluate differing theoretical, practical and ethical positions in relation to a number of HRM issues;
- Critically evaluate their own position with respect to a number of critical HRM issues.

INDICATIVE TOPIC OUTLINE:
The overarching theme linking the various topics to be covered in the module in session 2020-21 is the ethos promoted by the Chartered Institute of Personnel and Development (CIPD): “Better Work and Working Lives”. In the context of this theme, the curriculum is likely to comprise a variety of topics such as:
- Employee engagement
- Diversity and equality management
- Health and well-being and HRM
- Valuing the human resource and its development
• Employee voice and conflict resolution
• Psychometrics and HRM
• HRM and the management of knowledge, projects and teams.

Precise details of the module content will be provided at the start of semester two.

ASSESSMENT:
• **Assignment One**: Case Study Analysis
  This assignment is worth 25% of the module assessment.
• **Assignment Two**: Reflective Essay
  This assignment is worth 25% of the module assessment.
• **Assignment Three**: Integrative Essay
  This assignment is worth 50% of the module assessment.

More details about each assignment will be provided at the start of semester two.

INDICATIVE READING LIST:

(Note to students: you are not required to buy these texts - texts above are available from the library)

More details about specific reading for each topic in the lecture programme will be provided at the start of semester two.

*Course descriptions apply to the period of dual-mode delivery in the academic year 2020/21. Organisation of courses may be subject to change without notice.*