SCHOOL OF MANAGEMENT

MN4213 – HUMAN RESOURCE MANAGEMENT

MODULE TYPE/SEMESTER: Honours/Option (20 Credits)/Semester 1

PRE-REQUISITE(S): MN2001 and MN2002

MODULE CO-ORDINATOR: Mr Martin Dowling

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MODULE LECTURER: Dr Juliette Summers

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AIM:
The module aims to develop an appreciation of the theories and concepts underpinning the study of people in organisations, the role of Human Resource Management in organisations and an understanding of the issues faced by Human Resource managers.

METHOD OF TEACHING & LEARNING:
Two hour lecture/seminar per week supplemented by tutorial/discussion groups. Each student will have 4 tutorials over the duration of the semester starting in week 3.

LEARNING OUTCOMES:
By the end of the module, students should be able to:
a) establish the origins and historical development of Human Resource Management;
b) understand the role and place of Human Resource Management in organisations;
c) discuss the theoretical and practical issues faced by Human Resource managers;
d) appreciate the experiences of being managed and the impact they have on employee performance;
e) identify key issues in managing employees and employee relations;
f) debate the contentious issues related to the management of human resources;
g) continue developing knowledge and skills involved in managing people gained in earlier years.
INDICATIVE TOPIC OUTLINE:

Lecture Topics:
1. An Overview of HRM
2. Strategic HRM
3. The Context for HRM
4. Employee Relations
5. Recruitment and Selection
6. Reward Systems
7. Performance Management
8. Human Resource Development
9. Challenges for HRM: Work-life balance
10. Ethical HRM and Module Review
11. Module Recap and Review

ASSESSMENT:

Coursework: This comprises one substantial piece of coursework which counts for 50% of the assessment for the module.

Examination: There is a two hour examination held in December which accounts for 50% of the overall assessment for the module.

CORE READING LIST:


