SCHOOL OF MANAGEMENT

MN5481 – MASTERCLASSES IN HUMAN RESOURCE MANAGEMENT

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

MODULE CO-ORDINATOR: Mr Martin Dowling

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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, some case study work, etc. 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;
- demonstrate knowledge of the factors that can influence narrative stances and “taken-for-grantedness” with respect to 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 2016-17 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 will comprise a variety of topics such as:

- Employee engagement and new forms of the employment relationship
- Ethical issues, CSR and challenges in human resource management
- HRM in the voluntary and not-for-profit sector
Diversity and equality management
Health and well-being and HRM
Valuing the human resource and its development
Employee voice and conflict resolution

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

ASSESSMENT:
Assignment One:
Case Study Analysis: 2000 words.
This assignment is worth 25% of the module assessment.

Assignment Two:
This assignment is worth 25% of the module assessment.

Assignment Three
Integrative Essay: 4000 words.
This assignment is worth 50% of the module assessment.

CORE READING LIST: