MN4213 – Human Resource Management

Module Type/Semester: Honours/Option (20 Credits)/Semester 1

Pre-requisite(s): MN2001 and MN2002

Module Co-ordinator: Dr Shiona Chillas

Teaching Team: Dr Juliette Summers and Dr Keyan Lai

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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 in the contemporary economy.

Method of Teaching & Learning:
The module will be delivered by a series of 10 lectures, each focusing on a relevant topic in contemporary HRM. The lectures will be supported by a comprehensive reading list and students are encouraged to read widely throughout the module. Each student will have 4 tutorials over the duration of the semester starting in week 3. An emphasis on interactive discussion, joint problem-solving and communication between staff and students will feature in tutorials.

Learning Outcomes:
By the end of the module, students should be able to:
- establish the historical development of Human Resource Management;
- understand the role and place of Human Resource Management in organisations;
- discuss the theoretical and practical issues faced by Human Resource managers;
- appreciate the experiences of being managed and the impact they have on employee performance;
- identify key issues in managing employees and employee relations;
- debate the contentious issues related to the management of human resources;
• 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. Independent Learning Week
  7. Reward and Performance Management
  8. Human Resource Development
  9. Ethical HRM
  10. The Future of Work
  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:


In addition students are expected to routinely source material from appropriate journals including: Work, Employment and Society; Human Resource Management Journal; New Technology, Work and Employment; Human Relations, International Journal of Human Resource Management; Employee Relations.