

## Human Resource Management

### Programme Requirements:

<b>Human Resource Management - MLitt</b>
MN5001 (20 credits) <b>and</b> MN5480 (20 credits) <b>and</b> MN5473 (20 credits) <b>and</b> MN5481 (20 credits) <b>and</b> 40 credits from Module List: MN5311, 5401, 4521, 5501, 5510 - 5511, 5513, 5515, 5554, 5560, 5603-5604, 5607- 5608, 5611, 5821 <b>and</b> 60 credits from Module List: MN5497 - MN5499

### Compulsory modules:

MN5001 Contemporary Global Issues in Management				
<b>SCOTCAT Credits:</b>	20	SCQF Level 11	<b>Semester</b>	1
<b>Academic year:</b>	2018/9			
<b>Availability restrictions:</b>	Not available as an optional module for any programme.			
<b>Planned timetable:</b>	To be arranged.			
This module is aimed at creating a deep and wide appreciation of how various global trends will impact upon economies, organisations and from there, the practice of management. In particular, the way in which ecological, social and economic factors interact to create threats and possibilities for organisations will be addressed. Moreover, the varying ways in which these aspects manifest themselves in different parts of the globe will be elucidated in order to ensure that all students have an appreciation of both how their own and other countries might be affected by various trends. Finally, students will also be supported to make the link between these issues and how they manifest themselves in their chosen area of study.				
<b>Learning and teaching methods of delivery:</b>	<b>Weekly contact:</b> 2 lectures and 1 seminar.			
<b>Assessment pattern:</b>	2-hour Written Examination = 50%, Coursework = 50%			
<b>Re-assessment pattern:</b>	3-hour Written Examination = 100%			
<b>Module coordinator:</b>	Prof R Woodfield			
<b>Module teaching staff:</b>	Dr R Woodfield, Team taught			

MN5480 Managing and Developing People				
<b>SCOTCAT Credits:</b>	20	SCQF Level 11	<b>Semester</b>	1
<b>Academic year:</b>	2018/9			
<b>Availability restrictions:</b>	Not available as an optional module on any programme.			
<b>Planned timetable:</b>	To be arranged.			
<p>The changing nature of organisations, work and employment places an emphasis on the need for fair and effective employment practices if employee commitment and engagement and a sense of mutuality is to be secured that is to the benefit of both the employer and the employee. Making use of the HRM Cycle this module will critically analyse the type of employment policies and practices necessary if such mutual outcomes are to be achieved. Four key areas will form the bedrock for this analysis: employee resourcing; employee reward; employee relations; and, employee development. The inter-relationships between these four policy and practice areas will be explored and the ways in which they collectively are managed to secure continuous learning and development of people associated with the organisation will be investigated and assessed. For individuals, the benefits of effective management and development activities to which they are exposed are said to lie in enhanced employability, human capital and career management. For the organisation, performance management and improvement are often felt to be underpinned by processes that promote the type of continuous individual and organisational learning necessary in times of rapid change in the competitive environment. In assessing the reality of this mutual gains approach, students will critically evaluate the context, content, processes, outputs and outcomes of the above approaches to employment management.</p>				
<b>Learning and teaching methods of delivery:</b>	<b>Weekly contact:</b> Lectures and practicals.			
<b>Assessment pattern:</b>	2-hour Written Examination = 50%, Coursework = 50%			
<b>Re-assessment pattern:</b>	3-hour Written Examination = 100%			
<b>Module coordinator:</b>	Dr A R Timming			
<b>Module teaching staff:</b>	Dr A Timming			

MN5473 Skills and Challenges for the HR Professional				
<b>SCOTCAT Credits:</b>	20	SCQF Level 11	<b>Semester</b>	2
<b>Academic year:</b>	2018/9			
<b>Availability restrictions:</b>	Not available as an optional module for any programme.			
<b>Planned timetable:</b>	To be arranged.			
<p>This module advances core knowledge and skills in key functional aspects of HRM. Themes in the module explore ways in which to conceptualise HRM in organisations, and the ways in which context influences the practice of HR in different organisational and occupational settings. Core business and HR-related functions such as organisational performance, organisational structure and culture, work organisation, recruitment and selection will be explored by the use of relevant case study material and practical skill-development exercises. Students will be encouraged to consider their future practice in different settings, be that national, sectoral or organisational.</p>				
<b>Learning and teaching methods of delivery:</b>	<b>Weekly contact:</b> Lectures, seminars and practicals.			
<b>Assessment pattern:</b>	2-hour Written Examination = 40%, Coursework = 60%			
<b>Re-assessment pattern:</b>	3-hour Written Examination = 100%			
<b>Module coordinator:</b>	Dr S A Chillas			
<b>Module teaching staff:</b>	Dr S Chillas, Mr M Dowling, Dr A Baluch			

MN5481 Masterclasses in Human Resource Management			
<b>SCOTCAT Credits:</b>	20	SCQF Level 11	<b>Semester</b> 2
<b>Academic year:</b>	2018/9		
<b>Availability restrictions:</b>	Not available as an optional module for any programme.		
<b>Planned timetable:</b>	To be arranged.		
<p>The module reviews a range of contemporary and critical issues relating to the practise, problemising and theorising about human resource management (HRM). The place of HRM within discourses about organisational purpose and performance and is well established. A growing literature also challenges us to consider a wider set of narratives concerning the ethical and responsible management of organisations and their people and the role of HRM in delivering against this agenda. The curriculum of the module will address HRM from this multiple-perspective approach by considering a range of relevant topics such as the black box of the performance-HRM debate, the power-control nexus in HRM, the reality of employee engagement and employee voice; HRM in not-for-profit organisations, the ethics of simultaneous offshoring and downsising strategies, HRM and the ethical management and control of organisations. Each year, the curriculum would change as relevant to reflect current issues and concerns in the discipline but each year, drawing upon contributions from a number of practitioners, academics and researchers, students will be challenged to engage with and reflect upon the meaning and reality of contemporary issues in HRM.</p>			
<b>Learning and teaching methods of delivery:</b>	<b>Weekly contact:</b> Lectures, seminars and practicals.		
<b>Assessment pattern:</b>	Coursework = 100%		
<b>Re-assessment pattern:</b>	An alternative project of up to 3,000 words = 100%		
<b>Module coordinator:</b>	Mr M J Dowling		
<b>Module teaching staff:</b>	Mr M J Dowling, Guest speakers		

## Management - Human Resource Management - 2018/9 - August 2018

One of:

MN5498 Group Dissertation				
<b>SCOTCAT Credits:</b>	60	SCQF Level 11	<b>Semester</b>	Full Year
<b>Academic year:</b>	2018/9			
<b>Availability restrictions:</b>	Not available as an optional module for any programme.			
<b>Planned timetable:</b>	Workshops to be arranged.			
<p>This module provides students with the opportunity to undertake an in-depth investigation into issues within the field of business and finance. They are required to prepare a 15,000 word (approximately) report dissertation detailing justified conclusions and recommendations. Training in methodology will be provided to students in semesters 1 and 2 as preparation for the dissertation. Supervision of the dissertation is also provided. Each group will comprise up to 6 students. The group dissertation will comprise 70% of the assessment; the remaining 30% will be awarded for an individual report and log book. The individual report should either critically reflect upon working in a multi-cultural project team or on a specific topic related to the group project in both cases the exact topic for the individual report will require supervisor approval.</p>				
<b>Anti-requisite(s)</b>	You cannot take this module if you take MN5499 or take MN5497			
<b>Learning and teaching methods of delivery:</b>	<b>Weekly contact:</b> 16 x 2-hour lectures/workshops. Students will then be given 6 hours of supervision.			
<b>Assessment pattern:</b>	15,000 word group dissertation report = 70%, 3,000 word individual report = 30%			
<b>Re-assessment pattern:</b>	No Re-Assessment Available			
<b>Module coordinator:</b>	Ms J F Brooks			
<b>Module teaching staff:</b>	Ms J F Brooks, Supervisory team			

MN5499 Individual Dissertation				
<b>SCOTCAT Credits:</b>	60	SCQF Level 11	<b>Semester</b>	Full Year
<b>Academic year:</b>	2018/9			
<b>Availability restrictions:</b>	Not available as an optional module for any programme.			
<b>Planned timetable:</b>	Workshops to be arranged.			
<p>This module provides students with the opportunity to undertake an in-depth investigation into issues within the field of business and finance. Training in methodology will be provided to students in semesters 1 and 2 as preparation for the dissertation. Supervision of the dissertation is also provided.</p>				
<b>Anti-requisite(s)</b>	You cannot take this module if you take MN5498 or take MN5497			
<b>Learning and teaching methods of delivery:</b>	<b>Weekly contact:</b> 16 x 2-hour lectures/workshops. Students will then be given 6 hours of supervision.			
<b>Assessment pattern:</b>	Coursework = 100%			
<b>Re-assessment pattern:</b>	No Re-Assessment Available			
<b>Module coordinator:</b>	Ms J F Brooks			
<b>Module teaching staff:</b>	Ms J F Brooks, Supervisory team			

**Management optional modules available - see pdf online called Management optional modules 2018-2019**