1. **Title of the module**

BUSN8000 (CB8000): Employee Resourcing

1. **School or partner institution which will be responsible for management of the module**

Kent Business School

1. **The level of the module (Level 4, Level 5, Level 6 or Level 7)**

7

1. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTs)

1. **Which term(s) the module is to be taught in (or other teaching pattern)**

Spring

1. **Prerequisite and co-requisite modules**

None

1. **The programmes of study to which the module contributes**

MSc Human Resource Management; MSc International Human Resource Management

1. **The intended subject specific learning outcomes.
On successfully completing the module students will be able to:**

8.1 Critically evaluate the theory of employee resourcing and its links with organisational theory.

8.2 Have knowledge and understanding of the development and evaluation of employee resourcing and talent management strategies, diversity management and flexible working initiatives.

8.3 Critically assess the approaches and principle techniques and developments, both existing and emerging, of employee resourcing from the creation of a human resource plan, through recruitment, selection, socialisation, performance management, employee turnover, employee retention and review to eventual employee release.

8.4 Understand and critically evaluate the wider environmental content, particularly the major features of employment markets from which organisations source staff, and the ways in which this external environment evolves or changes.

8.5 Understand the requirement to secure compliance of all appropriate ethical and legal obligations and the co-operation of relevant stakeholders in the design and implementation of resourcing processes.

8.6 Evaluate talent planning and success planning exercises, employee retention and staff retention strategies, and their links to long-term organisational performance.

1. **The intended generic learning outcomes.
On successfully completing the module students will be able to:**

9.1 Set employee resourcing in the wider context of general organisational management.

9.2 Critically assess and evaluate the impact of employee resourcing on management and the performance of organisations.

9.3 Develop analytical skills by linking theoretical perspectives to contemporary organisational situations throughout the course of the module.

9.4 Develop relevant strategies and policies.

9.5 Plan work, working independently, and in groups.

9.6 Write coherently and write critically.

1. **A synopsis of the curriculum**

This module will provide students with a range of theoretical and practical knowledge, providing them with the opportunity to think critically and evaluate the theory and practice of employee resourcing. This will enable students to develop and apply employee resourcing tools and techniques to specific organisational contents in which they might operate.

Indicative topics of study are:

* Employee Resourcing in context: the changing world of work and major features of national and international employment markets
* The Strategic Importance of employee resourcing and approaches to employee resourcing including resourcing and talent management, diversity management and flexible working initiatives.
* The role of business ethics and organisational stakeholders in the practice of employee resourcing and talent management.
* Human Resource Planning – talent and succession planning
* Recruitment, Selection and Induction
* People Management: socialisation and improving performance
* Employee turnover and employee retention
* Managing release: retirement, redundancy and dismissal.
1. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

Beardwell J. and Thompson, A. (2014) *Human Resource Management: A contemporary approach*, 7th Edn. Harlow: FT Prentice Hall

Boxall P. and Purcell J. (2011) *Strategy and Human Resource Management,* 3rd Edn. Basingstoke: Palgrave Macmillan

Bratton & Gold (2017) *Human Resource Management: Theory & Practice*, 3rd Edn. Basingstoke: Palgrave Macmillan

Kramar R. and Syed J. (2012) *Human resource management in a global context*, Basingstoke: Palgrave Macmillan

Legge, K. (2005) *Human Resource Management: Rhetorics and Realities*, Anniversary Edn. Portsmouth, NH: Heinemann.

Marchington M. and Wilkinson A. (2008) *HRM at Work: People Management & Development*, London: CIPD

Pilbeam, S. and Corbridge, M. (2010), *People Resourcing and Talent Planning: HRM in Practice*, 4th Edn. Harlow FT: Prentice Hall.

Storey J. (2007) *Human Resource Management: A Critical Text*, London: Cengage

Taylor S. (2014) Resourcing and Talent Management, 6th Edn. London: CIPD

Torrington D., Hall, L. and Taylor S. (2014) *Human Resource Management,* Harlow: FT Prentice Hall

Wilkinson, A. & Redman T. (2013) *Contemporary Human Resource Management: Text and Cases*, Harlow: FT Prentice Hall

1. **Learning and teaching methods**

Total contact hours: 24

Private study hours: 126

Total study hours: 150

1. **Assessment methods**

13.1 Main assessment methods

Case study (2500 words) (40%)

Examination, 2 hour (60%).

13.2 Reassessment methods

Like for Like

1. **Map of module learning outcomes (sections 8 & 9) to learning and teaching methods (section12) and methods of assessment (section 13)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Module learning outcome** |  | *8.1* | *8.2* | *8.3* | *8.4* | *8.5* | *8.6* | *9.1* | *9.2* | *9.3* | *9.4* | *9.5* | *9.6* |
| **Learning/ teaching method** | **Hours allocated** |  |  |  |  |  |  |  |  |  |  |  |  |
| Private Study  | 126 | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| Lectures | 12 | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| Seminars | 12 | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| **Assessment method** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Examination – 2 hour | 60% | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| 2500 word case study | 40% | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |

1. **Inclusive module design**

The School recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

a) Accessible resources and curriculum

b) Learning, teaching and assessment methods

1. **Campus(es) or centre(s) where module will be delivered**

Canterbury and Medway

1. **Internationalisation**

The module will continue to use internationally relevant case studies and learning material and students will be encouraged to think about the learning outcomes in an international context The MSc International HRM programme learning outcomes require that the module provides internationally focussed case study and perspective in exploring theory and practice in regards to employee resourcing.

**FACULTIES SUPPORT OFFICE USE ONLY**

**Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Date approved | Major/minor revision | Start date of the delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
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