Module Descriptor

Title	Introduction To Human Resources		
Session	2026-2027	**Status**	
Code	LNDN07004	**SCQF Level**	**SCQF 7**
Credit Points	20	**ECTS (European Credit Transfer Scheme)**	10
School	**Business and Creative Industries**		
Module Co-ordinator	Dr Siân Stephens		

Summary of Module

Many organisations claim that their employees are their most valuable asset; and for this reason, effective management of human resources is essential.

This module aims to introduce students to the key concepts, core theories and models of Human Resource Management. This will involve examining the origins of people management, factors that impacting and shaping its development, and how it is functioning today. Students will be encouraged and guided to raise their awareness to the debates in the field of managing human resources, and by focusing and reflecting on challenging questions about workplace management practices, problems and possible solutions. The module is designed and delivered to encourage critical thinking about the roles of employees, managers, strategies, and functions of human resources, and how they are linked to the overall organisational performance and success from the stages of resource planning to recruitment; from selection to management; and from promotion to retirement.

Topics covered, but not limited to, are: planning and resourcing, recruitment and selection, induction and retention, managing performance and talent, learning and development, and equality and diversity.

Module Delivery Method	**On-Campus[1]**	**Hybrid[2]**	**Online[3]**	**Work -Based Learning[4]**
	☒	☐	☐	

[1] Where contact hours are synchronous/ live and take place fully on campus. Campus-based learning is focused on providing an interactive learning experience supported by a range of digitally-enabled asynchronous learning opportunities including learning materials, resources, and opportunities provided via the virtual learning environment. On-campus contact hours will be clearly articulated to students.

[2] The module includes a combination of synchronous/ live on-campus and online learning events. These will be supported by a range of digitally-enabled asynchronous learning opportunities including learning materials, resources, and opportunities provided via the virtual learning environment. On-campus and online contact hours will be clearly articulated to students.

[3] Where all learning is solely delivered by web-based or internet-based technologies and the participants can engage in all learning activities through these means. All required contact hours will be clearly articulated to students.

[4] Learning activities where the main location for the learning experience is in the workplace. All required contact hours, whether online or on campus, will be clearly articulated to students

				☐
Campuses for Module Delivery	☐ Ayr ☐ Dumfries	☐ Lanarkshire ☒ London ☐ Paisley	☐ Online / Distance Learning ☐ Other (specify)	
Terms for Module Delivery	Term 1 ☒	Term 2 ☒	Term 3 ☒	
Long-thin Delivery over more than one Term	Term 1 – Term 2 ☐	Term 2 – Term 3 ☐	Term 3 – Term 1 ☐	

Learning Outcomes	
L1	Explain the basic underpinning Human Resource Management and its importance to organisational success
L2	Identify the main operational functions of HRM, including recruitment and selection, employee engagement, induction and learning and development
L3	Interrogate some of the main issues in HR management (how to ensure positive equality and diversity outcomes, how to set targets that fit with organisational strategy and ensure they are met etc)
L4	Apply the concepts taught in class to case study examples in order to solve human resource problems
L5	

Employability Skills and Personal Development Planning (PDP) Skills	
SCQF Headings	**During completion of this module, there will be an opportunity to achieve core skills in:**
Knowledge and Understanding (K and U)	**SCQF 7**
Practice: Applied Knowledge and Understanding	**SCQF 7**
Generic Cognitive skills	**SCQF 7**
Communication, ICT and Numeracy Skills	**SCQF 7**
Autonomy, Accountability and Working with Others	**SCQF 7**

Prerequisites	**Module Code**	**Module Title**
	Other	
Co-requisites	**Module Code**	**Module Title**

Learning and Teaching
In line with current learning and teaching principles, a 20-credit module includes 200 learning hours, normally including a minimum of 36 contact hours and maximum of 48 contact hours.

Learning Activities During completion of this module, the learning activities undertaken to achieve the module learning outcomes are stated below:	**Student Learning Hours** (Note: Learning hours include both contact hours and hours spent on other learning activities)
Lecture / Core Content Delivery	36
Independent Study	164
Please select	
Please select	
Please select	
Please select	
TOTAL	200

Indicative Resources
The following materials form essential underpinning for the module content and ultimately for the learning outcomes: Leatherbarrow, C. and Fletcher, J., (2018), "Introduction to Human Resource Management: A Guide to HR in Practice", (4th edition), CIPD - Kogan Page, London Details of further resources, including textbooks, journals and online resources will be identified at the beginning of delivery in the module handbook and made available via VLE.
(N.B. Although reading lists should include current publications, students are advised (particularly for material marked with an asterisk*) to wait until the start of session for confirmation of the most up-to-date material)

Attendance and Engagement Requirements
In line with the Student Attendance and Engagement Procedure, Students are academically engaged if they are attending and participating in all timetabled programme activities including on-campus and online teaching sessions, asynchronous online learning activities, placement, work-based elements, course-related learning resources, and complete assessments and submit these on time. **For the purposes of this module, academic engagement equates to the following:**

Equality and Diversity

The University's Equality, Diversity and Human Rights Procedure can be accessed at the following link: UWS Equality, Diversity and Human Rights Code.
(N.B. Every effort will be made by the University to accommodate any equality and diversity issues brought to the attention of the School)

Supplemental Information

Divisional Programme Board	**Management, Organisation and People**
Overall Assessment Results	☐ **Pass / Fail** ☒ **Graded**
Module Eligible for Compensation	☐ **Yes** ☒ **No** **If this module is eligible for compensation, there may be cases where compensation is not permitted due to programme accreditation requirements. Please check the associated programme specification for details.**
School Assessment Board	London Undergraduate School Assessment Board
Moderator	Narayan Bhattarai
External Examiner	Dr Shirley Barrat
Accreditation Details	
Module Appears in CPD catalogue	☐ **Yes** ☒ **No**
Changes / Version Number	

Assessment (also refer to Assessment Outcomes Grids below)
Assessment 1
50% of the overall module assessment will be accounted for by a written essay.
Assessment 2
50% of the overall module assessment will be accounted for by an online test.
Assessment 3
(N.B. (i) Assessment Outcomes Grids for the module (one for each component) can be found below which clearly demonstrate how the learning outcomes of the module will be assessed. (ii) An indicative schedule listing approximate times within the academic calendar when assessment is likely to feature will be provided within the Student Module Handbook.)

Component 1							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
Essay	☐	☐	☒	☒	☐	50%	

Component 2

Assessment Type	LO1	LO2	LO3	LO4	LO5	Weighting of Assessment Element (%)	Timetabled Contact Hours
Online Test	☒	☒	☐	☐	☐	50%	

Component 3							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
	☐	☐	☐	☐	☐		
Combined total for all components						100%	hours

Change Control

What	When	Who