Module Descriptor

Title	The Hr Function		
Session	2026-2027	**Status**	Existing
Code	HURM08002	**SCQF Level**	**SCQF 8**
Credit Points	20	**ECTS (European Credit Transfer Scheme)**	10
School	**Business and Creative Industries**		
Module Co-ordinator	Shuai Zhang		

Summary of Module

This module explores the role of HRM in an organisational context. This includes a critical discussion around the contribution HR departments make in order to support the achievement and exceeding of organisational performance as well as the meeting of organisational objectives. Furthermore, the modules explores the extent to which the HR function has and will continue to evolve, as well as the degree to which it adds value, and how to measure such value in organisations. The module has been designed with our HRM students in mind, where the roles HR staff, managers and others have in developing and implementing meaningful HR policies and practices is covered, such as line managers, consultants and HR specialists

Module Delivery Method	**On-Campus**[1] ☒	**Hybrid**[2] ☐	**Online**[3] ☐	**Work -Based Learning**[4] ☐
Campuses for Module Delivery	☐ Ayr ☐ Dumfries	☐ Lanarkshire ☐ London ☒ Paisley	☐ Online / Distance Learning ☐ Other (specify)	

[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

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 purpose and key objectives of the HR function in contemporary organisations
L2	Describe how HR objectives are delivered in different organisations
L3	Define how the HR function can be evaluated in terms of value added and organisational performance
L4	Recognise the relationship between organisation performance and effective HR management and development
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 8** Demonstrate and/or work with: Knowledge that covers and integrates most of the principal areas, features, boundaries, terminology and conventions of HRM. An understanding of the principal theories, concepts and principles. Detailed knowledge and understanding in one or more specialisms some of which is informed by or at the forefront of HRM. Knowledge and understanding of the ways in which the subject/discipline is developed, including a range of established techniques of enquiry or research methodologies.
Practice: Applied Knowledge and Understanding	**SCQF 8** Use a range of the principal skills, practices and/or materials associated with HRM. Use a few skills, practices and/or materials which are specialised, advanced, or at the forefront of HRM. Execute a defined project of research, development or investigation and identify and implement relevant outcomes. Practise in a range of professional level contexts which include a degree of unpredictability and/or specialism.
Generic Cognitive skills	**SCQF 8** Identify, define, and analyse professional level problems and issues. Offer professional level insights, interpretations and solutions to problems and issues. Review and consolidate knowledge, skills, practices and thinking in HRM. Demonstrate some originality and creativity in dealing with professional level issues. Make judgements where data/information is limited or comes from a range of sources.
Communication, ICT and Numeracy Skills	**SCQF 8** Use a wide range of routine skills and some specialised skills in support of established practices in HRM, for example: Make formal presentations about specialised topics to informed audiences. Communicate with professional level peers, senior colleagues and specialists. Use a range of software to support and enhance work at this level and specify refinements/improvements to software to increase

	effectiveness. Interpret, use and evaluate a wide range of numerical and graphical data to set and achieve goals/targets.
Autonomy, Accountability and Working with Others	**SCQF 8** Exercise autonomy and initiative in professional/equivalent activities. Take significant responsibility for the work of others and for a range of resources. Practise in ways which show a clear awareness of own and others' roles and responsibilities. Work effectively, under guidance, in a peer relationship with qualified practitioners. Work with others to bring about change, development and/or new thinking. Deal with complex ethical and professional issues in accordance with current professional and/or ethical codes or practices. Recognise the limits of these codes and seek guidance where appropriate

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. In line with UWS' Curriculum Framework, providing a flexible, student-centred and inclusive approach to learning and teaching, the module has been designed around the delivery of engaging, activity- and discussion-based workshops, nurtured by meaningful online content, including short videos, reading materials, quizzes, etc. This is further supported by the assessment approach adopted, enabling students to develop both academic and employability-focused knowledge and skills within the key areas of the module content.	
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)
Laboratory / Practical Demonstration / Workshop	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:

Wilton, N. (2025) "An Introduction to Human Resource Management". 5th edn. Sage: London. Rees, G. and French, R. (2016) “Leading, Managing and Developing People”. 5th Edition. CIPD - Kogan Page: London Further relevant additional reading is provided on the VLE by topic
(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:** Students attending all timetabled clasees and actively participating Students engaging with the VLE and any set activities on the VLE Completion of all assessments

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, Organisations 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	Management, People and Organisations
Moderator	Silvio Hofmann
External Examiner	Olatunji Adekoya
Accreditation Details	
Module Appears in CPD catalogue	☐ **Yes** ☒ **No**
Changes / Version Number	

Assessment (also refer to Assessment Outcomes Grids below)
Assessment 1

Group Presentation (40% of the overall marks will be accounted for by a group presentation. Where a student has to submit in the resit diet, an alternative individual assessment will beutilised.)
Assessment 2
Individual written report (60% of the overall module mark will be accounted for by an individual written report.)
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**
Group presentation	☒	☒	☒	☒	☐	40	

Component 2							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
Individual writen report	☒	☒	☒	☒	☐	60	

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**