Module Descriptor

Title	The HR Generalist		
Session	2026/27	**Status**	Existing
Code	HURM11009	**SCQF Level**	11
Credit Points	20	**ECTS (European Credit Transfer Scheme)**	10
School	**Business and Creative Industries**		
Module Co-ordinator	Catherine Clark		

Summary of Module

This module aims to provide students with the required people management knowledge, understanding and skills to successfully perform in a HR generalist role. This is achieved through a focus on five key areas:

- The Role and Contribution of HRM
- Recruitment and Selection
- Human Resource Development
- Employment Relations
- Motivation, Performance and Reward

The module seeks to familiarise students with major contemporary research evidence on employment and effective approaches to human resource management. Research focusing on the links between people management practices and positive organisational outcomes is covered, as is research that highlights major contemporary changes and developments in practice.

This module introduces students to contemporary debates around leadership, flexibility and change management, with the intention of developing effective leadership skills, as the HR generalist may also be in a leadership position.

This module utilises activities which focus on examples from industry, non-governmental departments, and the professional body, in order to develop authenticity in learning, bridge the gap between theory and practice, and create exposure to the profession. This is also reflected in module assessments.

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)	

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	Review and critically evaluate contemporary research on the role and contribution of HRM within various organisational contexts.
L2	Critically evaluate the employment relationship within various contexts.
L3	Explore the role of the HR generalist through the pertinent functions and activities of the HR professional.
L4	Review and critically evaluate the role of HR in responding to contemporary issues impacting organisations and their people management.
L5	Evaluate major theories relating to motivation, commitment and engagement at work and how these are put into practice by organisations.

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 11** Display a critical awareness of the key concepts of the roles and responsibilities of HRM professionals. Demonstrate a critical understanding of the key theories, concepts and principles on HRM.
Practice: Applied Knowledge and Understanding	**SCQF 11** Use and practice a range of tools and models relevant to analysing the context within which an HRM professional operates.

[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

	Use a significant range of specialised techniques and applications relevant to the skills required in HRM.
Generic Cognitive skills	**SCQF 11** Undertake critical analysis of complex ideas, concepts, information and issues within HRM. Critically reviewing and consolidating knowledge, skills and practices and thinking relating to the people management in organisations.
Communication, ICT and Numeracy Skills	**SCQF 11** Utilise a range of software and numerical skills to enhance synthesis and analysis of key data. Understand the role and challenges of measurement in assessing the contribution of HRM to organisational effectiveness.
Autonomy, Accountability and Working with Others	**SCQF 11** Exercise substantial autonomy and initiative in learning through the course curriculum at a professional level.

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. The learning and teaching activities of this module have been developed in line with the UWS Curriculum Framework, including a range of learning and assessment techniques. The formative and summative learning, and teaching activities and assessment instruments are adopted with the aim of providing learners with the opportunity to manage partnerships with fellow students in informal group activities and to develop autonomous engagement in the coursework. The instruments of assessment are combined to provide learners with externally facing workplace relevant knowledge that is enhanced by a commitment to scholarly practice that enriches competence and resilience. Students will gain core knowledge in interactive activities and apply that knowledge in student led tutorials.	
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: Rees, G. and French, R. (2022) Strategic People Management. 6th ed. London: Kogan Page. Armstrong, M., & Taylor, S. (2017). Armstrong's Handbook of Human Resource Practice, 14th ed. London: Kogan Page. Raynar, C. & Adam-Smith, D.W. (2009). Managing and Leading People 2nd ed. London: KoganPage Details of further resources, including textbooks, journals and online resources will be identified at the beginning of each delivery in the module handbook and made available via the virtual learning environment.
(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 regularly attending and participating in timetabled on-campus and online teaching sessions, asynchronous online learning activities, course-related learning resources, and complete assessments and submit these on time. **For the purposes of this module, academic engagement equates to the following:** Attendance at all scheduled workshops Engagement with VLE activities Completion of 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 Organisations and People
Moderator	S Hofmann
External Examiner	Nigel Brown
Accreditation Details	Chartered Institute of Personnel and Development
Module Appears in CPD catalogue	☐ **Yes** ☒ **No**
Changes / Version Number	

Assessment (also refer to Assessment Outcomes Grids below)
Assessment 1
40% of the overall marks will be accounted for by one group presentation. Individuals who fail to pass this instrument of assessment will be required to undertake an individual written assessment.
Assessment 2
60% of the overall marks will be accounted for by an individually 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**
	☒	☒	☐	☐	☒	40	3

Component 2							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
	☐	☐	☒	☒	☒	60	3

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