

Module code: MOD007387	Version: 2 Date Amended: 11/Sep/2023
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1. Module Title
Developing Professional Practice and Using Information in HR

2a. Module Leader
Sunrita Dhar Bhattacharjee

2b. School
School of Management

2c. Faculty
Faculty of Business and Law

3a. Level
5

3b. Module Type
Standard (fine graded)

4a. Credits
15

4b. Study Hours
150

5. Restrictions			
Type	Module Code	Module Name	Condition
Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:			

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description

This module will give you a sound understanding of the knowledge, skills and behaviours required by human resources (HR) professionals, whether in a generalist or specialist role as described in the CIPD HR Profession Map (HRPM). You'll embrace the 'thinking performer' perspective and cover the competencies needed by HR professionals when collaborating and working with others and functioning efficiently and effectively in an organisational context. You'll assess your own strengths and identify a continuing professional development plan, based on the capabilities required for ethical, business-focused and interpersonal professional conduct, exploring and recognising the strategic importance of the effective management of the human resource and people management and progresses a critical appreciation of the role of HR. You'll explore and recognise the strategic importance of effective HR management and using work-based research and good practice, critically evaluate the role of HR in formulating strategies to prepare business cases and present viable and realistic improvement which shows an appreciation for issues identified in your research.

6b. Outline Content

This module develops the skills of research and enquiry in order to enable learners to identify appropriate data sources to support an investigation into an area of HR practice and to synthesise and apply this data, to critically evaluate the role of HR in business and strategy formulation and implementation, and to prepare and present a business case for improvement demonstrating critical appreciation for issues identified through the research undertaken. Formative assessment will include activities undertaken within the tutorial workshops to include the preparation of CPD plans and development reviews, the design of small scale research methodology and identification of data sources to support investigations. The summative assessment of a portfolio will be undertaken through the inclusion of products from the formative activities coupled with a report which review of the competencies and contribution of HR professionals and demonstrates the ability to think critically and independently.

For students registered on the BSc (Hons) Business & Human Resource Management or BSc (Hons) Business & Human Resource Management (with placement year), successful completion of this module provides exemption against the Chartered Institute of Personnel & Development (CIPD) units 5DPP Developing Professional Practice and 5IHR Using Information in HR.

Key content includes:

As underpinning module which will help as the foundation towards appreciation and critical evaluation of the role of the HR and their contribution to the organisation, the module seeks to consider the requirements of HR professionals and then how they can contribute towards sustainable change within organisations: - Knowledge, skills and behaviours required of HR professionals - Reviewing the nature of collaboration and working with others, and when functioning efficiently and effectively in an organisational context - Explore the strategic importance of the effective management of the human resource function - What are the problems, concepts, i.e. worldviews on the topic of labour market sustainability - Explore the strategic importance of the effective people management and new ways of working post millennium - Consider the Thinking performer perspective and competencies for HR professionals - Continuing Professional Development (CPD) and its impact upon the professional - Presenting viable and realistic cases for improvement based on sound work-based research - The conducting of an investigation into an area of HR practice - How to synthesise and apply data to evaluate the role of HR in business - Prepare and present a business case for improvement - Critical appreciation of issues surrounding the rhetoric and realities of HRM practice

6c. Key Texts/Literature

The reading list to support this module is available at: <https://readinglists.aru.ac.uk/>

6d. Specialist Learning Resources
None

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Identify and scrutinize appropriate HR data sources and deliver through critical reflection and evaluation clear, business-focused reports on an HR issue.
2	Knowledge and Understanding	Explore the efficiency and effectiveness of the HR professional as a collaborative member of working groups and teams and as a contributor to the organisation in terms of the value added. Perform efficiently and effectively as a self-managing HR professional and critically evaluate upon the value added contribution of that performance.
3	Intellectual, practical, affective and transferrable skills	Apply CPD techniques to construct, implement and review a personal development plan and demonstrate critical appreciation of the contribution of CPD to the performance of the HR professional.
4	Intellectual, practical, affective and transferrable skills	Conduct small-scale research and critically analyse and evaluate the findings drawing meaningful conclusions and evaluating options for change

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2024/5	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	12	1-4	1hr lecture per week
Other teacher managed learning	12	1-4	Active learning opportunities are provided within a broad range of seminars and workshops within tutorials to include support for developing CPD materials and research methods for small scale research. Hours comprise of directed work on a week-by-week basis outlined in the student module guide, using questions and cases from the key text, online materials from the student website linked to the key text and other sources such as articles, newspapers etc
Student managed learning	126	1-4	Independent study including directed reading, activities and progress checks, formative assessments and additional tasks is detailed in study guides). CIPD Professional body requirement
TOTAL:	150		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Coursework	1-4	100 (%)	Fine Grade	40 (%)
3,000 words equivalent Preparation of a portfolio of activities incorporating the investigation/research to demonstrate ability to locate and interpret data for small scale research; the preparation and processes for continuing professional development (CPD) and a reflective report/review of the competencies and contribution of HR professionals					

In order to pass this module, students are required to achieve an overall mark of 40% (for modules at levels 3, 4, 5 and 6) or 50% (for modules at level 7*).

In addition, students are required to:

(a) achieve the qualifying mark for each element of fine graded assessment as specified above

(b) pass any pass/fail elements

[* the pass mark of 50% applies for all module occurrences from the academic year 2024/25 – see Section 3a of this MDF to check the level of the module and Section 8a of this MDF to check the academic year]