



## Module Definition Form (MDF)

<b>Module code: MOD007551</b>	<b>Version: 2 Date Amended: 16/Jul/2020</b>
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<b>1. Module Title</b>
Strategic HRM in a Global Context

<b>2a. Module Leader</b>
Andreja Zivkovic

<b>2b. School</b>
School of Management

<b>2c. Faculty</b>
Faculty of Business and Law

<b>3a. Level</b>
7

<b>3b. Module Type</b>
Standard (fine graded)

<b>4a. Credits</b>
30

<b>4b. Study Hours</b>
300

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

## LEARNING, TEACHING AND ASSESSMENT INFORMATION

### 6a. Module Description

It is essential that HR practitioners are strategically aware, business orientated and concerned with adding value through human resource practice. This module provides you with the rigorous framework of knowledge and understanding of people management and development in a global context that you'll need. You'll debate about theory and practice, evaluating which will help you to become an effective manager as well as an effective HR specialist. Planning and decision making is a core aspect of business strategy and this module will look at the accounting and finance information that is used in planning and in support of the decision making process, in the short and long terms, and control against those plans. You'll also draw on aspects of organisational behaviour, and the risky, uncertain and quickly-changing environment in which many organisations operate. Another aspect you'll investigate is the extent to which HRM can be seen as a global phenomenon. You'll develop the knowledge and project management skills to enable you to perform business management tasks effectively and efficiently, including thinking and decision making skills, the management of financial information and how to manage budgets. Throughout the module you'll develop and apply technical strategic, performance management and development concepts to encourage creative decision-making, encouraging confidence to provide clear and cogent advice on the management of human resources as part of a team whilst appreciating the cultural trends and impact of decisions in a diverse global market.

### 6b. Outline Content

- National and international employment markets
- International HRM
- The knowledge economy and people as assets
- Strategic partnering
- Employer branding,
- Employee branding
- Performance Management
- Performance Measurement
- Training and development
- Creating a learning organization
- Communities of practice.
- Corporate Social Responsibility
- Business ethics
- Business skills

**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	Analyse and critically evaluate global factors which have an impact on International HRM practices and strategies including: Technological change; demographic change; legal and governmental regulatory institutions; markets and competition.
2	Knowledge and Understanding	Demonstrate an ability to carry out financial information analysis and interpretation
3	Knowledge and Understanding	Evaluate the ethical implications of HRM/HRD practice in a range of different types of organisation, both nationally and internationally
4	Intellectual, practical, affective and transferrable skills	Analyse the relationship between the environment, strategy and systems of HRM, both national and international, by means of conceptual apparatus and theoretical debates.
5	Intellectual, practical, affective and transferrable skills	Critically evaluate the effectiveness of performance management and using appropriate HRM/HRD strategies to improve performance in a Global context
6	Intellectual, practical, affective and transferrable skills	Critically analyse and evaluate the potential and appropriateness of a range of HRM/HRD strategies, policies and methods, applied in a global context for defining and achieving current and future effectiveness.

**8a. Module Occurrence to which this MDF Refers**

Year	Occurrence	Period	Location	Mode of Delivery
2025/6	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	0	N/A	N/A
Other teacher managed learning	76	1-6	22 x 20 minute screencasts 11 x 40 minute online moderation of student community 22 x 1 hour tutorials – Face to face with a SSR of 100:1 22 x 1 hour – Face to face with a SSR of 25:1 Directed reading, case study analyses and preparation for lectures and seminars. Learning hours required to comply with CIPD requirements
Student managed learning	224	1-6	Reading and independent research
TOTAL:	300		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Coursework	1 2 4	40 (%)	Fine Grade	40 (%)
<b>2,400 word written assignment – Report on HRM issues in a global context</b>					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
011	Coursework	1 3 5 6	60 (%)	Fine Grade	40 (%)
<b>3,600 word essay on a contemporary global issue requiring a strategic response</b>					

**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]**