

BUS2004 Human Resource Management

Unit Description

This unit introduces and explores the major concepts and perspectives in Human Resource Management (HRM). HRM is the managing and planning of an organisation's workforce, or human resources. It is responsible for attracting, selecting, training, assessing, and rewarding employees, while also overseeing organisational leadership and culture, and ensuring compliance with employment and labour laws. HRM also covers the area of health and safety for employees.

Credit Points	6 credit points
Duration	12 weeks (10 teaching weeks and 2 revision and assessment weeks)

Unit Learning Outcomes

On successful completion of this unit, students will be able to:

1. Explain the role and functions of Human Resource Management (HRM) in achieving organisational objectives.
2. Analyse the legal and ethical considerations affecting HRM, including employment laws, workplace rights, and ethical responsibilities.
3. Assess the principles of job design and quality and their impact on employee performance and organisational effectiveness.
4. Analyse career planning strategies and employee motivation theories to enhance job satisfaction and workforce retention.
5. Critically assess strategies for managing organisational change and diversity to foster an inclusive and adaptable workplace culture.