

20BSB510 Human Resource Management in Sports Organisations

This module is principally taught by **School Of Business And Economics**

Version Number	20	Version Start Date	28/09/2020
Instance Number	01	Instance Start Date	28/09/2020
Modular Weight	10		
Exam Weighting	100%		
Credit Level	5		
Student Effort (hours)	100		
Prereq Modules	BSA530(E)		
Excluded Combinations	BSA506, BSB040		
Distance Learning	None		
Module Leader	Dr PF Beszter		
Delivery Period	Semester One		
Delivery Start-End Date	28/09/2020 - 29/01/2021		
Availability	Module is generally available to any student meeting pre-requisites, but numbers may be restricted.		

AIMS:

The aims of this module are:

- to build on the pre-requisite module;
- to examine critically the role of the Human Resource Management (HRM) function within the contemporary organisation;
- to develop a clear understanding of the role of the HRM function in maintaining an equitable relationship between employer and employee.

INTENDED LEARNING OUTCOMES:

Knowledge and Understanding

- o explain and evaluate the relationship between HRM theory and practice in sports organisations;
- o understand the dynamics of managing people in the sports context;
- o evaluate alternative approaches to selection and assessment;
- o discuss the relevance and importance of learning and development to HRM;
- o evaluate current perspectives on diversity management;
- o assess various approaches to performance management;
- o understand the challenges of managing a global workforce.

Subject-Specific - Cognitive Skills

- o critically evaluate the application of mainstream and sport-specific HRM theory to sports organisations practice;
- o analyse organisational practices.

Key Transferable Skills

- o manage their own learning;
- o use academic literature and Case studies to inform learning.

CONTENTS:

Core themes in HRM theory and practice including: HRM in the sports context; selection; learning and development; managing diversity; performance management, employee engagement

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TEACHING AND LEARNING:

Activity type	Hours	Comments
Guided independent study	78	
Lecture	22	
Total:	100	

Lectures: normally two hours per week. To enhance student engagement practical case studies, role plays and problem-solving activities have also been used with some success. Students have also been supported via Learn (VLE), email and other meetings.

Student effort made up of:

a) Contact time: Lectures; 22 hours.

b) Private study comprising guided reading and preparation associated with lectures; student self-directed reading in the subject area of the module; examination preparation and revision.

ASSESSMENT:

Assessment Title	Weight (%)	Assessment Type	Exam Semester	Exam Length
Exam - Semester 1	100	Exam	1	2 hrs
Total:	100			

100% examination.

METHOD OF FEEDBACK:

1. Feedback given to students in response to assessed work

Generic written feedback on examinations;

Individual feedback on request;

Model answers

2. Developmental Feedback generated through teaching activities

Indicative answers and marking criteria discussed in class sessions;

Dialogue between students and staff in class sessions;

Individual support, interaction and advice during class exercises.