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

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

Subject-Specific - Cognitive Skills

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

Key Transferable Skills

- manage their own learning;
- 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
20BSB510 Human Resource Management in Sports Organisations

TEACHING AND LEARNING:

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:

<table>
<thead>
<tr>
<th>Assessment Title</th>
<th>Weight (%)</th>
<th>Assessment Type</th>
<th>Exam Semester</th>
<th>Exam Length</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exam - Semester 1</td>
<td>100</td>
<td>Exam</td>
<td>1</td>
<td>2 hrs</td>
</tr>
</tbody>
</table>

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.