Veterinary Business Management: Human Resources

Credits: 10 (100 hours)

Provider: Veterinary Postgraduate Unit – School of Veterinary Science

Aim of the Module

The aim of this module is to apply practice based experience and previously acquired knowledge to develop understanding of the implementation of current human resource management theory.

Learning Outcomes

At the end of the module candidates will be able to:

1. Critically evaluate the importance of the Hawthorne effect and its role in employee motivation;
2. Critically appraise the Maslow's hierarchy of needs and its implications in employee motivation, remuneration and conflict resolution;
3. Critically review the current literature and discuss the various management structures that may be used in small to medium sized enterprises;
4. Critically appraise the complexities that human resource management entails;
5. Review and critically reflect on their current practices in light of the knowledge gained;
6. Demonstrate critical awareness of the ethical, economical and social issues that apply to Veterinary Business Management.

Module Structure

The syllabus will be divided into 4 study units, each containing basic lecture and reading material supported by weekly interactions in the form of asynchronous discussions. The syllabus will cover the importance effective human resource management in the veterinary industry. It will include discussion on the importance of different personality types, staff motivation, employee remuneration and reward, organisational structure and conflict resolution.

Assessment Strategy

Discussion questions (ongoing) and 2 x essays (1500 words each)

Confidentiality

A general note on confidentiality: Throughout the business management programme in general, we will at times discuss matters that may be of a confidential nature. All assessments submitted directly for assessment will be dealt with in the strictest confidentiality, however it must be remembered that anything posted on a discussion board is viewable by all members of the module.

Because the emphasis of the programme is on the concepts of business management it is acceptable to use aliases or fictional results (such as altered profit/loss statements) in your submissions. This should remove any remaining confidentiality issues.