



MODULE SPECIFICATION

Part 1: Information			
Module Title	Managing Reward		
Module Code	UMPCXN-15-M	Level	Level 7
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business & Law	Field	Human Resource Management
Department	FBL Dept of Business & Management		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p>Educational Aims: See Learning Outcomes.</p> <p>In addition, the educational experiences may explore, develop and practise (but not formally discretely assess) the following:</p> <p>Development of the analytical skills necessary in influencing the setting of rewards. Development of team working and communication skills relevant to achieving organisational goals, and the development of pedagogic skills relevant to the successful completion of the module.</p> <p>Outline Syllabus: The syllabus includes:</p> <p>Strategic approaches to reward management and how they relate to strategic human resource management (SHRM) with special reference to the management of change. Systems for determining pay, and how these impact on outcomes, including the effective use of data. International reward management, the impact of globalisation and internationalisation on approaches to reward packages, examination of issues and options and advantages and disadvantages. Occupational trends, including the position of knowledge workers and service workers and other relevant groups, including the role of intrinsic (non financial) as well as extrinsic (financial) rewards. Executive and senior management pay in both the public and private sectors, with especial reference to issues of performance, equity, regulation and new approaches.</p>

STUDENT AND ACADEMIC SERVICES

Disparities in rewards and the implications for HRM: the National Minimum Wage (NMW) low pay and its impact on organisations.

Problems of applying rewards in the context of managing diversity in a wider context embracing all categories of relevant workers.

Flexibility in reward patterns, including changing scenarios of working time and annualised hours arrangements.

Developing presentational and study skills through:

Students will be asked to form groups of 6 and choose a reward topic from the previous year's exam paper (core and elective) to get together to plan an outline for a presentation on the chosen topic, and, students presenting their topic back to the group, in twenty-minute, non-assessed presentations.

Teaching and Learning Methods: Relevant study skills to assist student learning can be found on the study skills web pages. However, students will be equipped with appropriate information skills within the module. Moreover, course Information and materials will be supplied via Blackboard. Some pre-reading in preparation for student-led sessions will be useful, although some time will be allocated for reading during the sessions. The appropriate texts will be highlighted in the module outlines.

The teaching and learning rationale combines exposition/discussion of the themes identified in the modular syllabus above. Issues are analysed through the use of relevant case study materials and where relevant, appropriate by participants sharing their own organisational experiences. The programme aims to draw upon the authentic insights of knowledge that will be utilised by both tutors and students.

In addition, XpertHr and IDS journals and texts, will be utilised. A library visit forms part of the programme and this will be linked to an activity. Students' feedback will be elicited by the normal University mechanisms. As well as lectures, case studies, student presentations and relevant visual media will be used for illustrative purposes. Classes offer a combination of formal lecturing with a wide range of participative activities, including case studies, presentational and study skills, problem-solving activities and group discussion. Central to teaching and learning at Master's level is the high level of critical discourse in contact sessions and assessed work. Guest speakers may also lead sessions where their expertise is of value. A participative ethos allows the contribution of both staff and students to be equally valued in the exploration, evaluation and creation of theory and its application to problem solving in both case and real organisational contexts. This approach requires the ability to define, obtain, rigorously analyse and evaluate information quickly and communicate relevant conclusions and recommendations to team colleagues and professional and academic audiences in a range of formats.

Contact Hours:

36 hours (12 x 3 hour sessions)

Part 3: Assessment

The Assessment Strategy mainly rests on one three-hour examination which is the basis of the summative assessment. This is completed online in a 48 hour window.

Opportunities for formative assessment are provided in class discussions and feedback on topics and systematically relating these to previous exam papers, so that students have a clear understanding of expectations and the substantive knowledge that they are expected to display.

First Sit Components	Final Assessment	Element weighting	Description
Examination (Online) - Component A	✓	100 %	3 hour examination which is open book. This is completed in a 48 window online.
Resit Components	Final Assessment	Element weighting	Description
Examination (Online) - Component A	✓	100 %	3 hour examination which is open book. This is completed in a 48 window online.

STUDENT AND ACADEMIC SERVICES

Part 4: Teaching and Learning Methods																			
Learning Outcomes	<p>On successful completion of this module students will achieve the following learning outcomes:</p> <table border="1"> <thead> <tr> <th style="text-align: left;">Module Learning Outcomes</th> <th style="text-align: left;">Reference</th> </tr> </thead> <tbody> <tr> <td>Analyse and evaluate factors which contribute to the design of a flexible and cost effective reward strategy and advise senior management on its implementation</td> <td>MO1</td> </tr> <tr> <td>Identify occupational trends, including the position of knowledge workers, service workers and other relevant groups, with regard to intrinsic as well as extrinsic rewards</td> <td>MO2</td> </tr> <tr> <td>Understand and analyse the impact of National Minimum Wage legislation on the position of the low paid and on organisational wage practices, including the 'Living Wage' concept</td> <td>MO3</td> </tr> <tr> <td>Specify the issues related to executive pay, including performance and regulation</td> <td>MO4</td> </tr> <tr> <td>Critically evaluate the concept of diversity as it applies to reward. Describe the processes by which discriminatory practices (i.e. on the basis of sex, race/ethnicity, age, sexual orientation) can be found in pay structures. Recommend ways of creating reward schemes free of bias, ways of conducting equal pay audits and advise on other methods of eliminating discrimination</td> <td>MO5</td> </tr> <tr> <td>Evaluate the impact of globalisation and internationalisation and private and public ownership on the design of reward packages, for example, the different systems of pay determination and how these affect outcomes</td> <td>MO6</td> </tr> <tr> <td>Advise on the management of change when introducing or modifying elements of the reward system and the communication and management processes required</td> <td>MO7</td> </tr> <tr> <td>Identify the concept and relevance of intrinsic (i.e. non financial reward) and understand its application within appropriate workplace contexts</td> <td>MO8</td> </tr> </tbody> </table>	Module Learning Outcomes	Reference	Analyse and evaluate factors which contribute to the design of a flexible and cost effective reward strategy and advise senior management on its implementation	MO1	Identify occupational trends, including the position of knowledge workers, service workers and other relevant groups, with regard to intrinsic as well as extrinsic rewards	MO2	Understand and analyse the impact of National Minimum Wage legislation on the position of the low paid and on organisational wage practices, including the 'Living Wage' concept	MO3	Specify the issues related to executive pay, including performance and regulation	MO4	Critically evaluate the concept of diversity as it applies to reward. Describe the processes by which discriminatory practices (i.e. on the basis of sex, race/ethnicity, age, sexual orientation) can be found in pay structures. Recommend ways of creating reward schemes free of bias, ways of conducting equal pay audits and advise on other methods of eliminating discrimination	MO5	Evaluate the impact of globalisation and internationalisation and private and public ownership on the design of reward packages, for example, the different systems of pay determination and how these affect outcomes	MO6	Advise on the management of change when introducing or modifying elements of the reward system and the communication and management processes required	MO7	Identify the concept and relevance of intrinsic (i.e. non financial reward) and understand its application within appropriate workplace contexts	MO8
Module Learning Outcomes	Reference																		
Analyse and evaluate factors which contribute to the design of a flexible and cost effective reward strategy and advise senior management on its implementation	MO1																		
Identify occupational trends, including the position of knowledge workers, service workers and other relevant groups, with regard to intrinsic as well as extrinsic rewards	MO2																		
Understand and analyse the impact of National Minimum Wage legislation on the position of the low paid and on organisational wage practices, including the 'Living Wage' concept	MO3																		
Specify the issues related to executive pay, including performance and regulation	MO4																		
Critically evaluate the concept of diversity as it applies to reward. Describe the processes by which discriminatory practices (i.e. on the basis of sex, race/ethnicity, age, sexual orientation) can be found in pay structures. Recommend ways of creating reward schemes free of bias, ways of conducting equal pay audits and advise on other methods of eliminating discrimination	MO5																		
Evaluate the impact of globalisation and internationalisation and private and public ownership on the design of reward packages, for example, the different systems of pay determination and how these affect outcomes	MO6																		
Advise on the management of change when introducing or modifying elements of the reward system and the communication and management processes required	MO7																		
Identify the concept and relevance of intrinsic (i.e. non financial reward) and understand its application within appropriate workplace contexts	MO8																		
Contact Hours	<table border="1"> <thead> <tr> <th colspan="2">Independent Study Hours:</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Independent study/self-guided study</td> <td style="text-align: center;">114</td> </tr> <tr> <td style="text-align: center;">Independent study/self-guided study</td> <td style="text-align: center;">36</td> </tr> <tr> <td style="text-align: center;">Total Independent Study Hours:</td> <td style="text-align: center;">150</td> </tr> <tr> <td>Hours to be allocated</td> <td style="text-align: center;">150</td> </tr> <tr> <td>Allocated Hours</td> <td style="text-align: center;">150</td> </tr> </tbody> </table>	Independent Study Hours:		Independent study/self-guided study	114	Independent study/self-guided study	36	Total Independent Study Hours:	150	Hours to be allocated	150	Allocated Hours	150						
Independent Study Hours:																			
Independent study/self-guided study	114																		
Independent study/self-guided study	36																		
Total Independent Study Hours:	150																		
Hours to be allocated	150																		
Allocated Hours	150																		
Reading List	<p><i>The reading list for this module can be accessed via the following link:</i></p> <p>https://uwe.rl.talis.com/modules/umpcxn-15-m.html</p>																		

Part 5: Contributes Towards
<p>This module contributes towards the following programmes of study:</p> <p>Human Resource Management (International) [Sep][FT][Frenchay][1yr] MSc 2020-21</p>