



Module Specification

Managing Reward

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Part 1: Information

Module title: Managing Reward

Module code: UMPCXN-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Not in use for Modules

Field: Human Resource Management

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Not applicable

Features: Not applicable

Educational aims: See Learning Outcomes.

In addition, the educational experiences may explore, develop and practise (but not

formally discretely assess) the following:

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.

Outline syllabus: The syllabus includes:

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.

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.

Part 3: Teaching and learning methods

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)

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Analyse and evaluate factors which contribute to the design of a flexible and cost effective reward strategy and advise senior management on its implementation

MO2 Identify occupational trends, including the position of knowledge workers, service workers and other relevant groups, with regard to intrinsic as well as extrinsic rewards

MO3 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

MO4 Specify the issues related to executive pay, including performance and regulation

MO5 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

MO6 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

MO7 Advise on the management of change when introducing or modifying elements of the reward system and the communication and management processes required

MO8 Identify the concept and relevance of intrinsic (i.e. non financial reward) and understand its application within appropriate workplace contexts

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpcxn-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umpcxn-15-m.html>

Part 4: Assessment

Assessment strategy: 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.

Assessment components:

Examination (Online) (First Sit)

Description: 3 hour examination which is open book. This is completed in a 48 window online.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8

Examination (Online) (Resit)

Description: 3 hour examination which is open book. This is completed in a 48 window online.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Human Resource Management [Sep][PT][Frenchay][3yrs] MA 2022-23