



MODULE SPECIFICATION

Part 1: Information			
Module Title	HR and Financial Management		
Module Code	UBLMKT-15-3	Level	Level 6
For implementation from	2019-20		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Environment & Technology	Field	Architecture and the Built Environment
Department	FET Dept of Architecture & Built Environ		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p>Overview: First approved: 12/04/2013</p> <p>Educational Aims: To provide an understanding of the financial planning, management and administration of construction projects and site operations and resource needs.</p> <p>To facilitate student recognition of financial and human resource factors and constraints and their evaluation in the decision making process.</p> <p>To build on studies of economics, finance and management completed in previous years and to integrate them into a study of the management of the construction enterprise at project and operations level.</p> <p>In addition to the learning outcomes, the educational experience may explore, develop, and practise but not formally discretely assess the following:</p> <p>Ethical considerations,</p> <p>Moral implications,</p> <p>Personal development and integrity issues.</p>

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Outline Syllabus: The module examines and evaluates the concepts of financial management and resourcing of the company and construction activity within the overall constraints of the business activity. It involves:

Project evaluation, traditional business structures, cashflow appraisal, financial techniques and decision making under risk and uncertainty conditions.

Cost planning, forecasting, and controlling project costs.

Elements of management accounting, fixed and variable costing, calculation and management of overheads, budgeting and variance analysis and productivity management.

Determination and analysis of cost resources.

Capital, working capital management, contract funding, capital investment.

Human resource management theory.

Time planning and control systems.

Influence of management systems on organisation and human resources.

Environmental evaluation and resource allocation.

Health and safety implications and management.

Motivation, quality and performance, information and communication approaches to human resource management.

Teaching and Learning Methods: The course content implies a practical approach for students to develop an understanding and relevant skills competence in company finance and resourcing.

Learning approaches will comprise:

Lectures in all topic areas, supported occasionally by specialist speakers.

Workshops designed to encourage students to acquire capabilities in funding and investment appraisal, and in project and contract planning and evaluation techniques.

Formative work will be based around case study material which will include hypothetical appraisal or evaluation exercises to which students will be required to apply their developing abilities.

Materials will be available on Blackboard to support the module content with reference material, exercises and related commentaries and video clips.

Activity (hours):

Contact time 36

Assimilation and development of knowledge 74

Exam preparation 20

Coursework preparation 20

Total study time 150

Part 3: Assessment

The assessment strategy is based on a coursework at the end of the first semester and an examination at the end of the second semester.

The semester will be lecture and tutorial based. The exam is a seen exam which will be made available prior to the examination and be composed of six questions of which four questions must be attempted.

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The benefit of this approach is that different skills are brought to the fore in terms of written coursework and examination and in terms of research, presentation and critical appraisal of materials.			
First Sit Components	Final Assessment	Element weighting	Description
Report - Component B		50 %	Report (2000 words)
Examination - Component A	✓	50 %	Examination (2 hours)
Resit Components	Final Assessment	Element weighting	Description
Report - Component B		50 %	Report (2000 words)
Examination - Component A	✓	50 %	Examination (2 hours)

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>Module Learning Outcomes</th> <th>Reference</th> </tr> </thead> <tbody> <tr> <td>Critically analyse the legal, funding and investment concepts involved in the active management of construction projects and operations</td> <td>MO1</td> </tr> <tr> <td>Critically analyse the interface between corporate financial planning and company aspirations and examine the use of appropriate techniques of project evaluation, financing, cost analysis and the funding. and legal aspects involved.</td> <td>MO2</td> </tr> <tr> <td>Examine human resource requirements and issues</td> <td>MO3</td> </tr> <tr> <td>Investigate and examine the main aspects of motivation and leadership theory and apply these to differing situations in construction organisations</td> <td>MO4</td> </tr> <tr> <td>Examine varying approaches to the structuring of construction projects in terms of organisation so as to enhance project communication, information flow and appropriate project culture and establish accountabilities</td> <td>MO5</td> </tr> <tr> <td>Examine the differing personnel functions required to ensure selection, motivation and personnel development</td> <td>MO6</td> </tr> <tr> <td>Examine issues of environment, health and safety as related to human resources</td> <td>MO7</td> </tr> <tr> <td>Contribute positively to management decision making processes based on contractual relationships, work programmes, profit forecasts, cash budgets and other financial considerations</td> <td>MO8</td> </tr> </tbody> </table>	Module Learning Outcomes	Reference	Critically analyse the legal, funding and investment concepts involved in the active management of construction projects and operations	MO1	Critically analyse the interface between corporate financial planning and company aspirations and examine the use of appropriate techniques of project evaluation, financing, cost analysis and the funding. and legal aspects involved.	MO2	Examine human resource requirements and issues	MO3	Investigate and examine the main aspects of motivation and leadership theory and apply these to differing situations in construction organisations	MO4	Examine varying approaches to the structuring of construction projects in terms of organisation so as to enhance project communication, information flow and appropriate project culture and establish accountabilities	MO5	Examine the differing personnel functions required to ensure selection, motivation and personnel development	MO6	Examine issues of environment, health and safety as related to human resources	MO7	Contribute positively to management decision making processes based on contractual relationships, work programmes, profit forecasts, cash budgets and other financial considerations	MO8
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	Total Scheduled Learning and Teaching Hours:	36
	Hours to be allocated	150
	Allocated Hours	150
Reading List	<i>The reading list for this module can be accessed via the following link:</i> https://uwe.rl.talis.com/index.html	

Part 5: Contributes Towards

This module contributes towards the following programmes of study: