



MODULE SPECIFICATION

Part 1: Information			
Module Title	HRM and Leadership in Context		
Module Code	UMPDM7-15-1	Level	1
For implementation from	September 2017		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Business and Law	Field	Human Resource Management
Department	BBS: Business and Management		
Contributes towards	BA (Hons) Business and HRM; Business Management and Leadership (compulsory)		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	NA		

Part 2: Description

This module forms the **core identity** module for BA (Hons) Business and HRM and BA (Hons) Business Management and Leadership students, where students will develop a contextualised understanding of their subject specialism. This module allows students to explore the key contemporary global, national and local business issues and other contextual factors, which influence organisations, leadership and the management of people. The module will enable students to take these contexts and apply theory to 'real-life' practice.

Firstly, this module provides students with an understanding of the primary internal and external environmental contexts of contemporary organisations, including the managerial and business context, within which leaders, managers, HR professionals and employees engage.

The module examines the opportunities and constraints the internal, business and external environmental contexts presents and how these affect decision-making for formal leaders in organisations and other employees that need to display leadership skills in their roles

Secondly, the module introduces students to the potential impact of context and culture, both internal and external, on organisations and its implications for leadership and HR professionals. After studying this course, students should be able to understand contextual implications for leadership and managing people from international, national and local perspectives and analyse the skills in understanding the interplay of changing contextual factors on organisations.

Finally, students will also learn how to report findings in a business report format and develop skills in presentation and report writing and prepare the foundations for future academic study.

Module delivery will be based on 3 hours of scheduled learning and teaching activities per week. This will comprise 1 weekly lecture and a weekly two-hour workshop.

The course will cover a broad range of topic areas including:

- Managing and leading people
 - High performance organisations
 - Individual differences
 - Leadership and motivation at work
 - People management
- Managing for results
 - Managerial work
 - Organisations and change
 - Customer relations
 - Quality and continuous improvement
- Managing in a strategic business context
 - The competitive environment
 - Corporate strategy
 - Globalisation
 - Government policy
 - Demographic and social trends
 - Regulation
 - Social responsibility and business ethics

Part 3: Assessment

Component A: an in class test under controlled conditions. This is a case analysis and requires students to identify and review business and external contextual factors affecting leadership and HR issues in organisations.

Component B: an individual report (1500 words max) which requires students to demonstrate a contextual understanding of leadership and HR theory and its application to practice.

Identify final timetabled piece of assessment
(component and element)

Component B

% weighting between components A and B (Standard modules only)

A:	B:
30%	70%

First Sit

Component A (controlled conditions)
Description of each element

Element weighting
(as % of component)

1. In class test (1 Hr seen case study)

100%

Component B
Description of each element

Element weighting
(as % of component)

1. Individual 1500 word report

100%

Resit (further attendance at taught classes is not required)

Component A (controlled conditions)
Description of each element

Element weighting
(as % of component)

1. 1 hour seen case study exam

100%

Component B
Description of each element

Element weighting
(as % of component)

1. Individual 1500 word report

100%

Part 4: Teaching and Learning Methods

<p>Learning Outcomes</p>	<p><u>On successful completion of this module students will be able to:</u></p> <ul style="list-style-type: none"> • <u>Describe and discuss the key contemporary global, national and local business issues and key external factors influencing organisations, leadership and the management of people (Component A & B)</u> • <u>Identify and explain the main demographic, social and technological trends and how they impact on leadership, work and employment (Component A & B)</u> • <u>Recognise how organisational leadership and HR strategies and practice are shaped and developed (Component A & B)</u> • <u>Explore the impact of changes in the business environment on leadership, work and employment (Component A & B)</u> • <u>Demonstrate an understanding of the roles played by Leadership and HR professionals in managing people(Component B)</u> <p><u>Apply theory of leadership and managing people to ‘real-life’ practice with regard to the context (Component A & B)</u>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> • Understand the key contemporary global, national and local business issues and key external factors influencing organisations, leadership and the management of people (Component A & B) • Understand demographic, social and technological trends and how they impact on leadership, work and employment (Component A & B) • Understand how organisational leadership and HR strategies and practice are shaped and developed (Component A & B) • Explore the impact of changes in the business environment on leadership, work and employment (Component A & B) • Demonstrate an understanding of the roles played by Leadership and HR professionals in managing people(Component B) • Apply theory of leadership and managing people to ‘real-life’ practice with regard to the context(Component A & B) 																				
<p>Key Information Sets Information (KIS)</p>	<table border="1" data-bbox="518 1350 1430 1740"> <thead> <tr> <th colspan="5">Key Information Set - Module data</th> </tr> </thead> <tbody> <tr> <td colspan="4">Number of credits for this module</td> <td>15</td> </tr> <tr> <th>Hours to be allocated</th> <th>Scheduled learning and teaching study hours</th> <th>Independent study hours</th> <th>Placement study hours</th> <th>Allocated Hours</th> </tr> <tr> <td>150</td> <td>36</td> <td>114</td> <td>0</td> <td>150</td> </tr> </tbody> </table> <p>The table below indicates as a percentage the total assessment of the module which constitutes a;</p> <p>Written Exam: Unseen or open book written exam Coursework: Written assignment or essay, report, dissertation, portfolio, project or in class test Practical Exam: Oral Assessment and/or presentation, practical skills assessment, practical exam (i.e. an exam determining mastery of a technique)</p>	Key Information Set - Module data					Number of credits for this module				15	Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	150	36	114	0	150
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<p>Contact Hours</p>																					

Total Assessment	Written exam assessment percentage	0%
	Coursework assessment percentage	70%
	Practical exam assessment percentage	30%
		100%
Reading List	<p>An indicative reading list is available through the university library here https://uwe.rl.talis.com/index.html to help students develop their knowledge beyond the immediate coverage of each session and its associated reading. All texts will be available in the UWE library. The list is subject to update in each year's module handbook and is to be supplemented with academic journal articles.</p> <p>Kathy Beevers, K. Rea, A. (2013). Learning and Development Practice. McGraw-Hill: London</p> <p>Carroll, B., Ford, J., & Taylor, S. (Eds.). (2015). Leadership: Contemporary critical perspectives. Sage.</p> <p>Farnham , D(2015) Human Resource Management in Context : Insights, Strategy and Solutions: Strategy, Insights and Solutions</p> <p>Kew, J and Stredwick, J (2013). Human Resource Management in a Business Context. McGraw- Hill. London</p> <p>Northouse, P. G. (2015). Leadership: Theory and practice. Sage: London</p> <p>Porter, K (2005) leadership and management for HR professionals. Routledge: London</p> <p>Rees Gary, and French, R (2013). Leading, Managing and Developing People. McGraw-Hill: London</p> <p>Stewart, J. and Rogers, P. (2012). Developing People and Organisations. McGraw –Hill: London</p> <p>Watson, G and Reissner, S. (2014) Developing Skills for Business Leadership. McGraw-Hil: London</p>	

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First CAP Approval Date	31 January 2017 Version 1 link to RIA			
Revision CAP Approval Date <i>Update this row each time a change goes to CAP</i>		Version	<i>2</i>	<i>Link to RIA</i>
Revision CAP Approval Date		Version	<i>3</i>	<i>Link to RIA</i>
Revision CAP Approval Date		Version	<i>4</i>	<i>Link to RIA</i>