Module Specification

Hrm and Leadership in Context

Version: 2023-24, v2.0, 18 Jul 2023

Contents

Part 1: Information

Module title: Hrm and Leadership in Context

Module code: UMPDM7-15-1

Level: Level 4

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

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: 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.

Outline syllabus: 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: Teaching and learning methods

Teaching and learning methods: 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.

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

MO1 Describe and discuss the key contemporary global, national and local business issues and key external factors influencing organisations, leadership and the management of people

MO2 Identify and explain the main demographic, social and technological trends and how they impact on leadership, work and employment

MO3 Recognise how organisational leadership and HR strategies and practice are shaped and developed

MO4 Explore the impact of changes in the business environment on leadership, work and employment

MO5 Demonstrate an understanding of the roles played by Leadership and HR professionals in managing people

MO6 Apply theory of leadership and managing people to 'real-life' practice with regard to the context

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link https://uwe.rl.talis.com/index.html

Part 4: Assessment

Assessment strategy: Task 1: This is a case analysis and requires students to identify and review business and external contextual factors affecting leadership and HR issues in organisations. Students will have the case study and questions in advance of submission of answers via Blackboard.
Task 2: an individual report (1500 words max) which requires students to demonstrate a contextual understanding of leadership and HR theory and its application to practice.

Assessment tasks:

Examination (Online) (First Sit)
Description: Seen case study and questions: submission of answers via Blackboard (750 words).
Weighting: 30 %
Final assessment: No
Group work: No
Learning outcomes tested: MO1, MO2, MO3, MO4, MO6

Report (First Sit)
Description: Individual 1500 word report

Weighting: 70 %

Final assessment: Yes

Group work: No

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

Examination (Online) (Resit)

Description: Seen case study and questions: submission of answers via Blackboard (750 words).

Weighting: 30 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO6

Report (Resit)

Description: Individual 1500 word report

Weighting: 70 %

Final assessment: Yes

Group work: No

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

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Human Resource Management [Frenchay] BA (Hons) 2023-24

Business and Human Resource Management [Villa] BA (Hons) 2023-24

Business Management and Leadership [Frenchay] BA (Hons) 2023-24

Business Management and Leadership {Foundation} [Frenchay] BA (Hons) 2022-23

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons) 2022-23