



## MODULE SPECIFICATION

Part 1: Information			
Module Title	HRM and Leadership in Context		
Module Code	UMPDM7-15-1	Level	Level 4
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><b>Educational Aims:</b> 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.</p> <p>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.</p> <p>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.</p>

## STUDENT AND ACADEMIC SERVICES

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

**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.

### Part 3: Assessment

Component A: 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.

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.

First Sit Components	Final Assessment	Element weighting	Description
Examination (Online) - Component A		30 %	Seen case study and questions: submission of answers via Blackboard (750 words).
Report - Component B	✓	70 %	Individual 1500 word report
Resit Components	Final Assessment	Element weighting	Description
Examination (Online) - Component A		30 %	Seen case study and questions: submission of answers via Blackboard (750 words).
Report - Component B	✓	70 %	Report (1500 words)

### Part 4: Teaching and Learning Methods

## STUDENT AND ACADEMIC SERVICES

Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes:	
	<b>Module Learning Outcomes</b>	<b>Reference</b>
	Describe and discuss the key contemporary global, national and local business issues and key external factors influencing organisations, leadership and the management of people	MO1
	Identify and explain the main demographic, social and technological trends and how they impact on leadership, work and employment	MO2
	Recognise how organisational leadership and HR strategies and practice are shaped and developed	MO3
	Explore the impact of changes in the business environment on leadership, work and employment	MO4
	Demonstrate an understanding of the roles played by Leadership and HR professionals in managing people	MO5
	Apply theory of leadership and managing people to 'real-life' practice with regard to the context	MO6
Contact Hours	<b>Independent Study Hours:</b>	
	Independent study/self-guided study	114
	<b>Total Independent Study Hours:</b>	114
	<b>Scheduled Learning and Teaching Hours:</b>	
	Face-to-face learning	36
	<b>Total Scheduled Learning and Teaching Hours:</b>	36
	<b>Hours to be allocated</b>	150
	<b>Allocated Hours</b>	150
Reading List	<p>The reading list for this module can be accessed via the following link:</p> <p><a href="https://uwe.rl.talis.com/index.html">https://uwe.rl.talis.com/index.html</a></p>	

### Part 5: Contributes Towards

This module contributes towards the following programmes of study:

Business Management and Leadership [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business Management and Leadership [Sep][FT][Frenchay][3yrs] BA (Hons) 2020-21

Business and Human Resource Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business and Human Resource Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20

Business Management and Leadership {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business Management and Leadership {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20

