



MODULE SPECIFICATION

Part 1: Information			
Module Title	Leading and Managing People		
Module Code	UMPDPF-15-3	Level	3
For implementation from	September 2018		
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) Leadership and Management Practice (Top-Up)		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	NA		

Part 2: Description	
<p>This module forms part of the core taught provision on the BA (Hons) Leadership and Management Practice (Top-Up) programme. It builds on students' existing leadership and management knowledge and experience and equips them with an understanding of different, inclusive leadership approaches, organisational culture and diversity, change management, ethics and sustainability and how to develop and manage teams to high performance. Learning will focus around these inter-related areas:</p> <ul style="list-style-type: none"> • Inclusive Leadership Approaches • The Role of HRM in Delivering Organisational Success • Employee Resourcing • Managing Talent • HRM Skills • Culture and Diversity at Work • Change in the Workplace • HRM and CSR: Maintaining an Ethical Workplace • Managing Performance <p>The module will typically be studied on a block release basis. Contact time per module will equate to 6 days delivered in two blocks. These two blocks will be spread over 2 months and assessment scheduled for 4 weeks following the second teaching block.</p>	

There is a focus on flipped delivery supported by technology: here the delivery of core theoretical concepts moves from the classroom into the online space (pre block delivery) and synchronous sessions (block delivery) focus on collaborative learning, sense making and sharing of experiences. Post block delivery online activities help the student to apply their learning to the context of their organisation and personal and professional development.

Part 3: Assessment

This module will contribute to the student's ability to build a Portfolio for the CMDA demonstrating evidence that the candidate is able to apply theory to enable effective project management. To this end, the summative assessment of this module has been devised to examine both the students' knowledge and application of the subject. Students will be expected to draw active links to their learning portfolio and situate this assessment in their workplace to demonstrate individual ownership of their work and learning.

Component A:

- Reflection on students understanding of key concepts and processes in HRM and their utilisation in practice. This is supported by an evidence portfolio of HR skills with which the learner can cross reference.

Component B:

- Topic-based research report utilising both primary and secondary sources as appropriate, examining an issue of leading and managing people within students' organizations.

Formative assessment in this module will centre on the seminar preparation that students will have undertaken prior to each block delivery. This provides a chance for students to practice applying theory to practice and affords them the opportunity to gain experience without risking adversely affecting the module mark if any mistakes have been made.

Identify final timetabled piece of assessment (component and element)	Component B	
% weighting between components A and B (Standard modules only)	A:	B:
	50%	50%

First Sit

Component A (controlled conditions) Description of each element	Element weighting (as % of component)
1. Reflection on HR practice evidenced by HR skills portfolio (1500 words)	100%
Component B Description of each element	Element weighting (as % of component)
1. Case study analysis (1500 words)	100%

Resit (further attendance at taught classes is not required)

Component A (controlled conditions) Description of each element	Element weighting (as % of component)
1. Reflection on HR practice evidenced by HR skills portfolio (1500 words)	100%
Component B Description of each element	Element weighting (as % of component)
1. Case study analysis (1500 words)	100%

Part 4: Teaching and Learning Methods

Learning Outcomes	On successful completion of this module students will be able to: <ol style="list-style-type: none"> 1. Explain and critically evaluate contemporary developments in organisations and analyse the repercussions of these issues on HR decision-making (A,B)
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	<ol style="list-style-type: none"> 2. Understand the contribution of HRM to the achievement of business success (A,B) 3. Develop a global outlook on organisations and the management of diverse groups of employees (A,B) 4. Demonstrate a critical understanding of the ethical implications of business and demonstrate awareness of the role of the HR function in maintaining ethical standards at work (A,B) 5. Critically evaluate complex understandings of leadership and organisational culture (A, B) 6. Systematically understand and analyse how to develop teams and support people using coaching and mentoring approaches (A, B). 7. Articulate organisational purpose and values and critically explore the management of change in the organisation (A, B). 																																			
<p>Key Information Sets Information (KIS)</p> <p>Contact Hours</p> <p>Total Assessment</p>	<table border="1" data-bbox="517 611 1430 1003"> <thead> <tr> <th colspan="5">Key Information Set - Module data</th> </tr> </thead> <tbody> <tr> <td colspan="5"><i>Number of credits for this module</i></td> </tr> <tr> <td colspan="4"></td> <td style="text-align: center;">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 style="text-align: center;">150</td> <td style="text-align: center;">36</td> <td style="text-align: center;">114</td> <td style="text-align: center;">0</td> <td style="text-align: center;">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> <table border="1" data-bbox="628 1312 1323 1547"> <thead> <tr> <th colspan="2">Total assessment of the module:</th> </tr> </thead> <tbody> <tr> <td>Written exam assessment percentage</td> <td style="text-align: center;">0%</td> </tr> <tr> <td>Coursework assessment percentage</td> <td style="text-align: center;">50%</td> </tr> <tr> <td>Practical exam assessment percentage</td> <td style="text-align: center;">50%</td> </tr> <tr> <td></td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>	Key Information Set - Module data					<i>Number of credits for this module</i>									15	Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	150	36	114	0	150	Total assessment of the module:		Written exam assessment percentage	0%	Coursework assessment percentage	50%	Practical exam assessment percentage	50%		100%
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Reading List	<p>Students will be expected to undertake substantial independent reading on this module to enable them to apply theory to their work experience. All students will be encouraged to make full use of the electronic resources available to them through membership of the University. These include a range of electronic journals and a wide variety of resources available through web sites and information gateways. The University Library's web pages provide access to subject relevant resources and services, and to the library catalogue. Many resources can be accessed remotely. Students will be presented with opportunities within the curriculum to develop their information retrieval and evaluation skills in order to identify such resources effectively.</p> <p><i>An electronic indicative reading list can be found at:</i> https://uwe.rl.talis.com/lists/98043DA6-FBC1-A5E4-1370-7D6F2B7821E1.html</p>																																			

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First CAP Approval Date	UVP May 2018 link to Apprenticeship Proposal			
Revision CAP Approval Date <i>Update this row each time a change goes to CAP</i>		Version	2	Link to RIA