Module Specification

Leading and Managing People

Version: 2023-24, v2.0, 19 Jul 2023

Contents

Part 1: Information

Module title: Leading and Managing People

Module code: UMPDPF-15-3

Level: Level 6

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 part of the core taught provision on the BA (Hons) Leadership and Management Practice (TopUp) 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.

Outline syllabus: Learning will focus around these inter-related areas:

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

Part 3: Teaching and learning methods

Teaching and learning methods: 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.

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.

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

> **MO1** Explain and critically evaluate contemporary developments in organisations and analyse the repercussions of these issues on HR decision-making

MO2 Understand the contribution of HRM to the achievement of business success

MO3 Develop a global outlook on organisations and the management of diverse groups of employees

MO4 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

MO5 Critically evaluate complex understandings of leadership and organisational culture

MO6 Systematically understand and analyse how to develop teams and support people using coaching and mentoring approaches

MO7 Articulate organisational purpose and values and critically explore the management of change in the organisation

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: 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.

Task 1:

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.

Task 2:

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.

Assessment tasks:

Portfolio (First Sit)

Description: Reflection on HR practice evidenced by HR skills portfolio (1500 words)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

Case Study (First Sit)

Description: Case study analysis (1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

Portfolio (Resit)

Description: Reflection on hr practice evidenced by hr skill portfolio (1500 words)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

Case Study (Resit)

Description: Case study analysis (1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Leadership and Management Practice {Apprenticeship-UWE} {Top-Up} [Frenchay]
BA (Hons) 2023-24