



### MODULE SPECIFICATION

Part 1: Information			
Module Title	People and Global Organisations		
Module Code	UMODPX-15-M	Level	M
For implementation from	January 2019		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Business and Law	Field	Organisation Studies
Department	BBS, Business and Management		
Contributes towards	MSc International Management		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	N/A		

Part 2: Description
<p>This module adopts a global perspective and critically explores the challenges and contemporary issue of people and organisation interactions including the managing and leading of individuals and groups in cross-cultural situations and international human resource management.</p> <p>The module aims to:</p> <ul style="list-style-type: none"> <li>• provide students with a critical and enquiring understanding of people and organisations in an international context</li> <li>• introduce students to a range of Organisational Behaviour and Human Resource Management theoretical perspectives and empirical research.</li> <li>• develop students' ability to explore a variety of perspectives to analyse people working in a cross-cultural context.</li> </ul> <p>Likely themes to be covered are:</p> <p>Management within and across multi-national teams and organisations: Culture, power and politics, and ethics.            Leading change in a global environment: Leadership, change and emotions.            Strategic international HRM: Resource-based view, Best fit and Best practices.            International Resourcing: Recruitment, selection and development of global talent            Managing performance in a multi-national environment: Motivation and reward.</p> <p>Teaching Strategy – Classes offer a combination of formal lectures with a variety of participative activities, including case studies, group discussions, and problem-solving activities. The ethos of the module is based around participation and therefore places a high value on the contribution of students in exploring and evaluating theory, and in being able to apply that knowledge to an international organisational context. Part of an early class</p>

session will be devoted to academic requirements relevant to the assessment requirements of this module.

Learning Strategy – Students will need to carry out reading (of set texts, and other preparatory material including case studies) before class. The learning which emerges will be enhanced by informal group discussion before, during and after formal classes. The preparatory reading and assignment preparation involve private study. The Study Skills web page provides support and guidance in a range of areas, and specific guidance will be provided by tutors on sources of information for students' work, including web- and library-based sources. This is in addition to support provided in other modules of the programme.

### Part 3: Assessment

- This module encourages students to engage critically and in some depth with a wide range of literature, and to evaluate the way that this literature can be applied in practice in a variety of international organisational settings. The assessment is designed to reflect this ethos and is intended to develop and demonstrate these approaches to learning.
- Students will critically analyse an organisational situation/case study and suggest recommendations using material from three themes selected from the module topic areas. The organisational situation/case study will be determined by the course team, and may use the medium of media material, simulation or may be literature based.
- The first part of the assessment will require students to present an outline of their analysis (20 minutes including Q&A). This element, worth 20% of the marks for the module, provides an opportunity for students to learn about their strengths and weakness in terms of academic skills at Masters' level prior to the completion of the full analysis which is submitted after the end of the module. The feedback from this element of the assessment will be formative for the second assessment. This assessment also provides oversight for the production of the Component B, therefore the entire module assessment is under controlled conditions.
- The second assessment is worth 80% of the module marks and is a written analysis of an organisational situation/case study using three themes selected from the module topic areas.
- The resit assessment will require students to construct a critical analysis of an organisational situation/case study and suggest recommendations. The case study will be determined by the course team and will need to include material from three themes selected from the topic areas.

Identify final timetabled piece of assessment (component and element)	Component A	
% weighting between components A and B (Standard modules only)	<b>A:</b>	<b>B:</b>
	<b>20%</b>	<b>80%</b>
<b>First Sit</b>		
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. Presentation on a case study (20 mins including Q&A)	100%	
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. Analysis of an organisational situation/case study in the form of an Individual written assignment. (1,500 word Executive Summary plus appendices).	100%	
<b>Resit (further attendance at taught classes is not required)</b>		
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. Recorded presentation on a case study (20 mins including Q&A)	100%	
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	

<p>1. Analysis of an organisational situation in the form of an Individual written assignment based on a case study (1,500 words)</p>	<p>100%</p>																														
<p><b>Part 4: Learning Outcomes &amp; KIS Data</b></p>																															
<p>Learning Outcomes</p>	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> <li>• Appraise theory and research to critically evaluate the theories associated with people and organisations, to better understand the complexity of relationships in multi-national organisational environments (Component A &amp; B)</li> <li>• Apply a range of theoretical frameworks, concepts and research relating to the disciplines of both Human Resource Management and Organisation Studies in a global context to develop informed arguments (Component A &amp; B)</li> <li>• Demonstrate critical insight into how different and multiple perspectives can be used to analyse contemporary people issues in international organisations and propose evidence-based recommendations (Component B).</li> <li>• Effective presentation and communication skills in communicating an argument to an audience of stakeholders (Component A)</li> </ul>																														
<p>Key Information Sets Information (KIS)</p> <p>Contact Hours</p> <p>Total Assessment</p>	<table border="1" data-bbox="517 925 1430 1314"> <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 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><b>Written Exam:</b> Unseen or open book written exam  <b>Coursework:</b> Written assignment or essay, report, dissertation, portfolio, project or in class test  <b>Practical Exam:</b> 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 1626 1323 1861"> <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;">100%</td> </tr> <tr> <td>Practical exam assessment percentage</td> <td style="text-align: center;">0%</td> </tr> <tr> <td></td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>	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	Total assessment of the module:		Written exam assessment percentage	0%	Coursework assessment percentage	100%	Practical exam assessment percentage	0%		100%
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<p>Reading List</p>	<p>Reading list link <a href="https://uwe.rl.talis.com/lists/BD85D7C1-04EA-56D8-BB2D-EE00C9AE65BD.html">https://uwe.rl.talis.com/lists/BD85D7C1-04EA-56D8-BB2D-EE00C9AE65BD.html</a></p>																														

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First CAP Approval Date	QMAC July 2011			
Revision ASQC Approval Date <i>Update this row each time a change goes to ASQC</i>	UVP 10 July 2018	Version	3	<a href="#">link to RIA</a>