



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"> • provide students with a critical and enquiring understanding of people and organisations in an international context • introduce students to a range of Organisational Behaviour and Human Resource Management theoretical perspectives and empirical research. • develop students' ability to explore a variety of perspectives to analyse people working in a cross-cultural context. <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</p>




theory, and in being able to apply that knowledge to an international organisational context. Part of an early class 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 reflect on their analysis of 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.
- Component A consists of two assessments. They are under controlled conditions as they relate specifically to the organisational situation/case study are therefore unique to each student and include individual personal reflections which cannot be replicated across cohorts or by other means.
- The first part of the assessment is a storyboard outline of their analysis. 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 assessment will be formative for the second assessment. This assessment also provides oversight for the production of the second assignment.
- 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. These would be unique to each individual student.
- The resit assessment will require students to construct a reflective 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)	A:	B:
	100%	
First Sit		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Storyboard outline of analysis.	20%	
2. Reflective analysis of an organisational situation/case study in the form of an individual written assignment (1,500 words)	80%	
Component B Description of each element	Element weighting (as % of component)	
N/A		
Resit (further attendance at taught classes is not required)		

Component A (controlled conditions) Description of each element	Element weighting (as % of component)																														
Reflective analysis of an organisational situation/case study in the form of an individual written assignment (2,000 words).	100%																														
Component B Description of each element	Element weighting (as % of component)																														
N/A																															
Part 4: Learning Outcomes & KIS Data																															
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> 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) 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) 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 A). 																														
Key Information Sets Information (KIS)	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="5" style="text-align: left;">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; border: 2px solid black;">15</td> </tr> <tr> <th style="width: 15%;">Hours to be allocated</th> <th style="width: 20%;">Scheduled learning and teaching study hours</th> <th style="width: 20%;">Independent study hours</th> <th style="width: 20%;">Placement study hours</th> <th style="width: 25%;">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> <tr> <td colspan="4"></td> <td style="text-align: center;"></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					
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																											
																															
Contact Hours																															
Total Assessment	<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" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: left;">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>	Total assessment of the module:		Written exam assessment percentage	0%	Coursework assessment percentage	100%	Practical exam assessment percentage	0%		100%																				
Total assessment of the module:																															
Written exam assessment percentage	0%																														
Coursework assessment percentage	100%																														
Practical exam assessment percentage	0%																														
	100%																														
Reading List	Reading list link https://uwe.rl.talis.com/lists/BD85D7C1-04EA-56D8-BB2D-EE00C9AE65BD.html																														

--	--

FOR OFFICE USE ONLY

First CAP Approval Date	UVP 10 July 2018 link to RIA			
Revision ASQC Approval Date <i>Update this row each time a change goes to ASQC</i>	15 January 2019	Version	2	link to RIA ID 4985