



## MODULE SPECIFICATION

Part 1: Information			
Module Title	People and Global Organisations		
Module Code	UMODPX-15-M	Level	Level 7
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business & Law	Field	Organisation Studies
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>Overview:</b> 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><b>Educational Aims:</b> The module aims to:</p> <p>Provide students with a critical and enquiring understanding of people and organisations in an international context</p> <p>Introduce students to a range of Organisational Behaviour and Human Resource Management theoretical perspectives and empirical research.</p> <p>Develop students' ability to explore a variety of perspectives to analyse people working in a cross-cultural context.</p> <p><b>Outline Syllabus:</b> Likely themes to be covered are:</p> <p>Management within and across multi-national teams and organisations: Culture, power and politics, and ethics.</p> <p>Leading change in a global environment: Leadership, change and emotions.</p> <p>Strategic international HRM: Resource-based view, Best fit and Best practices.</p>

## STUDENT AND ACADEMIC SERVICES

International Resourcing: Recruitment, selection and development of global talent .

Managing performance in a multi-national environment: Motivation and reward.

**Teaching and Learning Methods:** 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 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 questions and answers). This element 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 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.

First Sit Components	Final Assessment	Element weighting	Description
Written Assignment - Component A	✓	80 %	Reflective analysis of an organisational situation/case study in the form of an individual written assignment.
Set Exercise - Component A		20 %	Storyboard outline of analysis
Resit Components	Final Assessment	Element weighting	Description
Written Assignment - Component B	✓	100 %	Analysis of an organisational situation/case study in the form of an Individual written assignment based on a case study (2000 words)

## STUDENT AND ACADEMIC SERVICES

<b>Part 4: Teaching and Learning Methods</b>																	
Learning Outcomes	<p>On successful completion of this module students will achieve the following learning outcomes:</p> <table border="1"> <thead> <tr> <th style="text-align: left;"><b>Module Learning Outcomes</b></th> <th style="text-align: left;"><b>Reference</b></th> </tr> </thead> <tbody> <tr> <td>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</td> <td>MO1</td> </tr> <tr> <td>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 argument</td> <td>MO2</td> </tr> <tr> <td>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</td> <td>MO3</td> </tr> </tbody> </table>	<b>Module Learning Outcomes</b>	<b>Reference</b>	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	MO1	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 argument	MO2	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	MO3								
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Reading List	<p><i>The reading list for this module can be accessed via the following link:</i></p> <p><a href="https://uwe.rl.talis.com/modules/umodpx-15-m.html">https://uwe.rl.talis.com/modules/umodpx-15-m.html</a></p>																

<b>Part 5: Contributes Towards</b>	
<p>This module contributes towards the following programmes of study:</p> <p>International Management [Jan][FT][Frenchay][1yr] MSc 2020-21</p> <p>International Management [May][FT][Frenchay][1yr] MSc 2020-21</p> <p>International Management [Sep][FT][Frenchay][1yr] MSc 2020-21</p> <p>International Management [Sep][SW][Frenchay][2yrs] MSc 2020-21</p>	