



Module Specification

People and Global Organisations

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Part 1: Information

Module title: People and Global Organisations

Module code: UMODPX-15-M

Level: Level 7

For implementation from: 2021-22

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Frenchay Campus

Field: Organisation Studies

Module type: Standard

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: 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.

Features: Not applicable

Educational aims: The module aims to:

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.

Outline syllabus: Likely themes to be covered are:

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.

Part 3: Teaching and learning methods

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.

Module Learning outcomes:

MO1 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

MO2 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

MO3 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

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 126 hours

Face-to-face learning = 22 hours

Total = 148

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umodpx-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umodpx-15-m.html>

Part 4: Assessment

Assessment strategy: 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 single assessment component is a portfolio which might include a report and a presentation which will lead to the development of an executive summary.

The portfolio approach provides ongoing formative feedback which enables scaffolding support towards the development of an executive summary.

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.

Assessment components:

Portfolio - Component A (First Sit)

Description: Multiple elements building towards a summative executive summary.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Written Assignment - Component A (Resit)

Description: Analysis of an organisational situation/case study in the form of an Individual written assignment based on a case study (2000 words)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested:

Part 5: Contributes towards

This module contributes towards the following programmes of study:

International Management [Jan][FT][Frenchay][1yr] MSc 2021-22

International Business Management [Sep][FT][NepalBrit][1yr] MSc 2021-22

International Business Management [Jan][FT][NepalBrit][1yr] MSc 2021-22

International Business Communication MSc 2021-22

International Management [Sep][FT][Frenchay][1yr] MSc 2021-22

International Management [May][FT][Frenchay][1yr] MSc 2021-22