Module Specification

People Practice

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

Contents

Part 1: Information

Module title: People Practice

Module code: UMPDT8-15-M

Level: Level 7

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: The module aims to analyse the theoretical and conceptual frameworks relating to people practice with a view to giving students the opportunity make the link between HRM strategy and practice and organisational effectiveness. In addition, students will explore the cornerstones of HRM in practice through reviewing how concepts such as people resourcing, rewarding effort, learning and development and employee relations are applied in an organisational context.

Features: Not applicable

Educational aims: See Learning Outcomes

Outline syllabus: The syllabus includes:

Designing a range of people practices in an integrated way

Laws and regulations relevant to people practices

The HRM function and organisational effectiveness

Workforce planning and resourcing

Approaches to performance management

Reward strategies and the range and types of reward structures utilised by organisations

Creating and managing effective teams

Learning and development of employees, analysing and applying different models of facilitation, consulting, coaching and mentoring

Integrating equality and inclusion in people practices

Managing Employee relations and ensuring employee wellbeing

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching comprises formal lectures supported by a range of participative activities, including group presentations, small group activities and case studies. Peer learning is encouraged through activities designed to enable students to share experiences. Critical discussion of the lecture and reading materials will be expected and encouraged. A high level of discussion and participation will be expected from students during taught sessions.

Students will use Blackboard to access the lectures, resources, blended learning and further readings.

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

MO1 Critically analyse the main theoretical and conceptual frameworks underpinning design of people practice

MO2 Critically evaluate the contribution that Human Resource Management can make to organisational effectiveness and the integrative nature of HRM functions

MO3 Apply theory and key principles in people practice with full regard to organisational context

MO4 Demonstrate team working and communication skills relevant to achieving organisational goals, and problem solving in relation to people practice in organisations

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://rl.talis.com/3/uwe/lists/5D0AFE6F-F87E-77C1-A356-F971F7983D55.html?lang=en-GB&login=1

Part 4: Assessment

Assessment strategy: The assessment is designed to examine the capacity of students to take an integrative and critical approach to HRM, with a particular focus on the application of policy and practice to the work context. Formative assessment occurs throughout the module in tutors' commentary on students' contributions as individuals or in groups. Summative assessment consists of two tasks. Task A comprises a group presentation based on analysis of a given case study. Task B includes an unseen examination, completed online in a 24-hour window.

Assessment tasks:

Presentation (First Sit)
Description: This comprises a group presentation based on analysis of a given case study (20 minutes).
Weighting: 25 %
Final assessment: No

Group work: Yes

Learning outcomes tested: MO3, MO4

Examination (Online) (First Sit)

Description: Online Exam (24 hours)

Weighting: 75 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2

Presentation (Resit)

Description: This comprises a group presentation based on analysis of a given case study (20 mins). Groups of one permitted where necessary.

Weighting: 25 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO3, MO4

Examination (Online) (Resit)

Description: Online Exam (24 hours)

Weighting: 75 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Human Resource Management [Sep][PT][Frenchay][3yrs] MSc 2022-23