



Module Specification

International People Practice

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Contents

Module Specification	1
Part 1: Information	2
Part 2: Description	2
Part 3: Teaching and learning methods	3
Part 4: Assessment.....	4
Part 5: Contributes towards	6

Part 1: Information

Module title: International People Practice

Module code: UMPDTA-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 International people practice with a view to giving students the opportunity make the link between IHRM strategy and practice and organisational effectiveness. In addition, students will explore the cornerstones of IHRM in practice through reviewing how concepts such as people resourcing, rewarding effort, learning and development and employee relations are applied in an international context.

Features: Not applicable

Educational aims: See Learning Outcomes

Outline syllabus: The syllabus includes:

Designing a range of international people practices in an integrated way

Managing people practice across cultures

International Laws and regulations relevant to people practices

The role of HRM function in international organisations

Workforce planning and resourcing across borders

Approaches to international performance management

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

Creating and managing effective teams across borders

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

Integrating equality and inclusion in international people practices

Managing Employee relations and ensuring employee wellbeing in an international context

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching comprises formal lectures supported by a range of participative activities, including presentations, small group activities and case studies. Peer learning is encouraged through activities designed to enable students to share experiences, especially in relation to the international perspective of the module. 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 international people practice

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

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

MO4 Demonstrate team working and communication skills relevant to achieving organisational goals, and problem solving in relation to people practice in international 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](https://rl.talis.com/3/uwe/lists/9AE73B5F-790E-3939-0663-003F20DE0B04.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/9AE73B5F-790E-3939-0663-003F20DE0B04.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 international 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 assessment tasks.

Task A comprises a group presentation based on analysis of a given case study. Students are expected to demonstrate critical knowledge of appropriate literature and its application on the given case study while considering the contextual factors.

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: This component will include an Online Exam (24 hours) equivalent to around 2000 words.

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 minutes). Groups of one permitted where necessary.

Weighting: 25 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO3, MO4

Examination (Online) (Resit)

Description: The structure of the resit exam will be similar to the first-sit as it will be Online Exam (24 hours) with essay style questions. It will be an open book exam with unseen exam questions. Students will attempt 2 questions equivalent to around 2000 words.

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 (International) [Frenchay] MSc 2023-24