



Module Specification

Human Resource Management for Senior Leaders

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Part 1: Information

Module title: Human Resource Management for Senior Leaders

Module code: UMPDUW-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: This module explores the theories and application of effective people management and human resource management

Features: Not applicable

Educational aims: 1 . To provide a critical overview of how to motivate the workforce

2. To develop student's understanding of effective people management
3. To develop students' understanding of how people work in teams
4. To provide a critical overview of interviewing skills

Outline syllabus: The syllabus includes:

Strategic Approaches to Managing People: Talent Management (including career development and succession planning). Performance Management, Equality and Diversity and Team/Group work.

Agile Management of Teams: creating high performance teams using Agile techniques

Diversity and Quality/Value Difference: creating a diverse workforce that promotes equality and employee well-being.

Managing People Skills: focus on two managing people skills; interviewing and negotiating, with a view to producing a development plan for continuing professional development.

Developing Organisational Culture: role of organisational culture in effective people management.

Part 3: Teaching and learning methods

Teaching and learning methods: The module adopts a work-based and problem-solving pedagogy where learning is grounded in the external context of the student's employment. Assessments require application of what is being learnt to the student's employment context, enabling students to solve real issues from their organization and reflect on their own work-based experience of organisations.

Learning in the module is achieved through a combination of class-based activity (which may take place in a physical or virtual classroom) and independent study, supported by online materials.

The Independent learning in this module includes hours engaged with essential reading, case study preparation, assignment preparation and completion etc.

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

MO1 Appraise and debate the external and internal organisational context within which people are managed

MO2 Critically analyse the main theoretical and conceptual frameworks underpinning the management of people in organisation

MO3 Apply theory and key principles in the management of people to practice with full regard to the context

MO4 Critically examine the contribution that the effective management of people and their well-being can make to the achievement of organisational performance, and the critical role played by line managers

MO5 Demonstrate an awareness of contemporary international debates and trends in people management

MO6 Critically reflect on observed in class activities in aspects of people management e.g. selection interviewing, grievance management, negotiation, dispute resolution, training skills

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 120 hours

Face-to-face learning = 30 hours

Total = 150

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

Part 4: Assessment

Assessment strategy: The assessment is designed to examine the capacity of students to take a critical approach to management of people, with a particular focus on the application of theoretical concepts to practice in their work context.

Formative assessment consists of feedback is continually given to students in each of the sessions delivered. We have a series of class activities and discussions for each topic which are then evaluated in the face to face sessions with the teaching team and fellow students. At this level we firmly believe peer feedback is important to allow students to learn from others' organisational and industry experience. Further to this, we have an assignment workshop where students can discuss their summative assignments to get feedback from the teaching team prior to submission.

Summative assessment comprises a single task, Task A, completion of a written assignment (3000 words maximum) consisting of an in depth analysis of an integrative people management case study linked to their workplace, with a reflective write up of people management skills following participation in or observation of activity (500 words)

Assessment tasks:

Written Assignment (First Sit)

Description: Individual essay (3,000 words) and reflective write up of skill development activity (500 words)

Weighting: 100 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

Written Assignment (Resit)

Description: Individual essay (3,000 words) and reflective write up of skill development activity

Weighting: 100 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business Administration {Apprenticeship-UWE} [Frenchay] PGDip 2023-24