



Module Specification

Introduction to People Management

Version: 2022-23, v1.0, 21 Mar 2022

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Part 1: Information

Module title: Introduction to People Management

Module code: UMPDV6-15-0

Level: Level 3

For implementation from: 2022-23

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: The British College Nepal

Delivery locations: The British College Nepal

Field:

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 introduces students to the fundamentals of people management and its changing perspective and ways of managing in the contemporary world. This module aims to help students understand the basics of Human Resource Management and Human Resource Planning and Performance Management. It underscores the importance of effective, efficient, ethical and

professional management of human resources, and explains how that can be a source of competitive advantage for any organisation.

Features: Not applicable

Educational aims: The aims of this module are

To help students understand the basic concepts of People management through HR theories and framework;

To To help students understand the concepts within the global context;

To help students understand the importance of effective people management for unique competitive advantage for any organisation.

Outline syllabus: The topic areas to be covered are: Introduction to leading and managing people, Fundamentals of Strategic Human Resource Management, Motivational Theories, Employee Performance and Organizational Culture , Employee relations and Reward management, Employment Laws, Managing People in Crisis, Managing Millennials at work place, RACI Matrix, Leadership in Managing People.

Part 3: Teaching and learning methods

Teaching and learning methods: Module will use a blend of teaching and learning techniques to help students achieve the module aims. This will include case studies, lectures, practical applied activities.

Lectures: The module will be taught as F2F lectures (Or In Person/Online/Hybrid) lecture. F2F lectures will be delivered in the physical premises of the college but in case of online class, lectures will be delivered via TBC VLE and will be recorded. All lectures will be supplemented by a series of activities, seminars, guest lectures, workshops, presentations.

Teaching Materials: All teaching materials including the module specification, course

handbook, module schedule will be posted on TBC VLE - Orbund system. Students are expected to do self directed study through the live lectures and materials that are provided. In order to make sure there is cohesive student learning experience, students are expected to have a minimum 80% attendance

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

MO1 Understand the basic concepts and framework of HRM and Leadership theories including ethical decision making.

MO2 Explore the relationship of organisational culture, people management locally and across borders internationally, in a global context

MO3 Understand the importance of managing people in “new normal”, post Covid19 era and the difference in managing people from different generations such as millennials vs digital migrants, etc.

Hours to be allocated: 150

Contact hours:

Face-to-face learning = 36 hours

Total = 36

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/A9DADC00-4E61-1BA7-5EE8-BBE1F46195C.html?lang=en-GB&login=1>

Part 4: Assessment

Assessment strategy: Component A (Case Study): Students are to analyse the given case study for the first two learning outcomes as below. Students are expected to produce a report of 1500 words in this assignment.

Understand the basic concepts and framework of HRM and critically assess their concerns including ethical decision making.

Critically assess the relationship of organisational culture and people management.

Component B (Interview Report): Students are to interview minimum 3 managers of their chosen organisations in Nepal and produce report of 2500 words to achieve third learning outcome of this module:

Understand the importance of managing people in “new normal”, post covid19 era and assess the effective plan of managing people in future.

Note: Assessments are submitted via turnitin through The British College VLE.

Assessment components:

Case Study - Component A (First Sit)

Description: Students will be assessed using a single point of assessment in the form of a Case Study Analysis Report (3,000 words).

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Case Study - Component A (Resit)

Description: Students will be assessed using a single point of assessment in the form of a Case Study Analysis Report (3,000 words).

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Part 5: Contributes towards

This module contributes towards the following programmes of study:

International Foundation (Business) [NepalBrit] FdCert 2022-23