Module Specification

People Practice

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Contents

Part 1: Information

Module title: People Practice

Module code: UMPT9J-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

College: College of Business and Law

School: CBL Bristol Business School

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

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

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

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

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: Our approach ensures a seamless and enriching student experience, combining a variety of learning materials including clear text, diagrams, animations, videos, interactive elements, quizzes, and collaborative activities.

Students are encouraged to actively engage with the content through tasks, activities, and quizzes, fostering a deeper understanding of the subject matter. These tasks are authentic, connecting learning to real-world scenarios and directly

relevant to programme outcomes.

Moreover, peer learning is actively promoted, leveraging the online environment to facilitate collaborative discussions. Structured online forums will provide a platform to share, discuss, and challenge ideas, fostering a vibrant learning community where diverse perspectives thrive.

Harnessing the power of technology, the module will make full use of online tools to engage students and foster critical thinking. Asynchronous discussion forums and collaborative tools build vibrant learning communities, enriching the educational experience beyond the digital realm.

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 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 = 150 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. Summative assessment consists of two tasks. Task one comprises an individual presentation based on analysis of a given case study. Task task includes an unseen examination, completed online in a 24-hour window.

Assessment tasks:

Presentation (First Sit)
Description: This comprises an individual asynchronous presentation based on analysis of a given case study (10 minutes).
Weighting: 25 %
Final assessment: No
Group work: No
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 an individual asynchronous presentation based on analysis of a given case study (10 mins).
Weighting: 25 %
Final assessment: No
Group work: No
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 [UWE Online] MSc 2023-24