**Module Specification**

**Transformation of work**

Version: 2027-28, v1.0, Approved

**Contents**

# Part 1: Information

**Module title:** Transformation of work

**Module code:** UMPTBP-30-3

**Level:** Level 6

**For implementation from:** 2027-28

**UWE credit rating:** 30

**ECTS credit rating:** 15

**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:** This module will provide students with a comprehensive understanding of the transformation of work through automation and AI, and the implications for human resource management. Students will develop critical thinking skills and practical insights into how organizations can navigate and leverage these changes to create sustainable and inclusive workplaces and mitigate impacts on human resource skills requirements.

**Features:** Not applicable

**Educational aims:** This module aims to provide students with a comprehensive understanding of the transformation of work through automation and AI, and the practical, legal, and ethical implications for human resource management. Students will develop critical thinking skills and practical insights into how organizations can navigate and leverage these changes to create sustainable and inclusive workplaces and mitigate impacts on human resource skills requirements.

**Outline syllabus:** This module will consider topics not limited to:

Introduction to Transformations in Work -

Historical perspective on changes in work

Key drivers of change in the current digital era


Automation and its Impact on Work -

Understanding automation technologies

How automation is reshaping traditional job roles


Artificial Intelligence and Work -

Overview of artificial intelligence in the workplace

Implications of AI on decision-making and HR processes

Ethical considerations in the use of automation and AI in HR practices


Human Resource Management in the Digital Age -

Role of HRM in managing transformations in work

Challenges and opportunities for HR practitioners

Compliance with data protection regulations


Managing Change in Organizations -

Strategies for leading organizational change in the context of automation and AI

Employee engagement and communication in times of transformation


Future of Work and HR -

Emerging trends in work design and workplace flexibility

The role of HR in adapting to the future of work

Skill Development and Reskilling -

The importance of continuous learning and skill development in a changing work environment

Strategies for reskilling and upskilling employees

Diversity and Inclusion in the Future of Work -

Promoting diversity and inclusion in the digital workplace

Leveraging technology to create inclusive work environments

Case Studies and Future Outlook -

Analysis of case studies showcasing successful adaptation to digital transformations

Reflection on the future outlook of work and HR management

## Part 3: Teaching and learning methods

**Teaching and learning methods:** The module uses taught sessions to provide an overview of topic areas, but emphasis is placed on practice and participation where problems/case studies/presentations/discussions generate insight into the usefulness of theoretical approaches.

Preparation and independent study involves students using a range of reading material such as books, journals and professional publications to deepen their understanding of the concepts introduced during taught sessions, where student can also participate and practice techniques. Extensive use is made of VLE enabling students to access course materials, lecture slides, useful research links, announcements, discussion boards and e-mail.

Module delivery is based on six hours of scheduled learning and teaching activities per teaching week. This contact time will be a combination of lectures and workshops, which will be partially student-led.

These workshops will provide opportunities for in-class preparation for assessment and formative feedback.

The pattern of delivery will be supported by electronic means, including use of an online discussion forum.

Extensive use will be made of Blackboard for guided independent study work; to support students' learning; to facilitate interactions between students e.g. for group project work.

Students will also be directed towards the University Library online and Study Skills resources for the development of skills appropriate to the level and style of the module.

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

**MO1** Demonstrate a knowledge and understanding of advanced theoretical perspectives relating to the transformation of work

**MO2** Critically evaluate the benefits and challenges of the transformation of work with specific consideration of the ethical, legal, and skills implications for human resource in global organisations.

**MO3** Generate creative and ethical recommendations for human resource management in global business in the context of increasing use of AI and automation.

**MO4** Critically evaluate a range of competing approaches to work transformation processes and the challenges of working with uncertainty.

**Hours to be allocated:** 300

**Contact hours:**

Independent study/self-guided study = 228 hours

Face-to-face learning = 72 hours

**Reading list:** The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link https://uwe.rl.talis.com/modules/umptbp-30-3.html

## Part 4: Assessment

**Assessment strategy:** The assessment strategy has been developed to enable students to demonstrate their ability to meet the module learning outcomes and uses an inclusive approach that draws on students familiarity with assessment methods

Task 1: Presentation
A presentation that will assess students' ability to address key concepts in the field of the transformation of work.

Task 2: Report
This report will assess students' ability to evaluate a global business case study and make recommendations for enhanced human resource outcomes in the context of work transformation.

Assessment is designed to build in the student's individual experience in relation to the syllabus and supporting them in submitting an authentic assessment in line with university assessment policies. The overarching aim is to ensure it is the student's original work that is being submitted.

**Assessment tasks:**

**Presentation** (First Sit)
Description: Presentation (10 minutes)
Weighting: 50 %
Final assessment: No
Group work: No
Learning outcomes tested: MO1, MO2

**Report** (First Sit)
Description: Report   - 2500 words
Weighting: 50 %
Final assessment: Yes

Group work: No

Learning outcomes tested: MO3, MO4

**Presentation** (Resit)

Description: Individual Presentation (10 minutes)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2

**Report** (Resit)

Description: Report - 2500 words

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO3, MO4

## Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons) 2024-25

Business and Management {Foundation} [Frenchay] BA (Hons) 2024-25

Business and Human Resource Management [Villa] BA (Hons) 2025-26

Business and Management [Phenikaa] BA (Hons) 2025-26

Business and Management [Villa] BA (Hons) 2025-26

Business and Management [BIBM] BA (Hons) 2025-26

Business and Human Resource Management [Frenchay] BA (Hons) 2025-26

Business and Management [Frenchay] BA (Hons) 2025-26

International Business Management [UFM] BA (Hons) 2025-26

International Business Management [Frenchay] BA (Hons) 2025-26

Business and Management [Frenchay] BA (Hons) 2025-26

Business and Human Resource Management [Frenchay] BA (Hons) 2025-26

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons) 2024-25