



Module Specification

International Workforce

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Part 1: Information

Module title: International Workforce

Module code: UMPTCN-15-3

Level: Level 6

For implementation from: 2027-28

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: This is a practice-based learning module which allows students to learn through international working experiences completed during their studies.

Features: Not applicable

Educational aims: Its educational aims include providing students with the opportunity to gain practical work experience and combine this with academic reflection, critical analysis and problem solving. Furthermore, the module aims to

cultivate the capacity to critically analyse unfamiliar environments, identifying and resolving issues adeptly. Additionally, it aims to nurture a range of skills and attributes that enable personal and professional development.

Outline syllabus: As the work experience of each student will be different, content will be flexible and largely determined by students' needs and organisational context. Whilst syllabus content cannot fully be predicted in advance, the core academic content may involve:

Work based learning - learning 'through, for and at' work

Organisational analysis

Working with theory in practice

Evidence based problem solving

Creative problem solving

Persuasive communications

Sense making, critical reflection and reflective practice

Designing a range of international people practices in an integrated way

Managing people practice across cultures

International Laws and regulations relevant to people practices

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: Self-managed learning occurs through active engagement in initiating, planning and executing work activities.

This is supported by a structured framework of teaching through lectures, online materials and regular facilitated workshops involving 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 practice of organisations. Critical discussion of the lecture and reading materials supports a high level of discussion and participation 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 Synthesise business knowledge from a variety of disciplines and perspectives to solve business issues.

MO2 Working with theory and practice, demonstrate a critical understanding of the current context of, and issues facing, their work organisation.

MO3 Demonstrate the ability to persuasively communicate to an external audience in an online environment, evidence-based recommendations to a business issue.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link

Part 4: Assessment

Assessment strategy: Students are assessed on their ability evidence the development of skills and competencies with particular emphasis on problem solving in a project-based undertaking.

Assessment Task: Pitch presentation of recommendations to work experience organisation project which evidences applied theoretical knowledge and understanding in an area of specialism.

This is supported by a reflective piece which captures reflection on skills developed through project completion.

Assessment will require reflection on their experience as well as evidencing the ability to present recommendations resulting from their project.

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: 10-15 minute online presentation supported by a 1500 word reflective piece.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Presentation (Resit)

Description: 10-15 minute online presentation supported by a 1500 word reflective piece.

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

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