



MODULE SPECIFICATION

Part 1: Information			
Module Title	People and Organisations		
Module Code	UMOCQW-15-M	Level	Level 7
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business & Law	Field	Organisation Studies
Department	FBL Dept of Business & Management		
Module type:	Project		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p>Overview: This module explores the challenges, tensions and issues involved in the complex relationships between people and organisations.</p> <p>Educational Aims: This module aims to:</p> <p>Provide students with a critical and enquiring understanding of people and organisations</p> <p>Introduce students to a range of theoretical perspectives and empirical research from both Organisational Studies and Human Resource Management, and to demonstrate how these two disciplines are linked</p> <p>Develop students' ability to explore a variety of perspectives to analyse people working in organisations.</p> <p>Outline Syllabus: Organisation Studies Themes covered are managing organisational culture, emotions, leadership, power and politics and change management, Strategic Human Resource Management, Resourcing, Learning and Development, Managing Performance and Ethics.</p> <p>Teaching and Learning Methods: The teaching strategy is a combination of lectures with a variety of participative activities, including case studies, group discussions, mini student presentations and problem-solving activities. The ethos of the module is based around participation and therefore places a high value on the contribution of students in exploring and evaluating theory, and in being able to apply that knowledge to an organisational context.</p>

STUDENT AND ACADEMIC SERVICES

The learning strategy requires you to read a variety of text and other preparatory material prior to the sessions. The learning which emerges will be enhanced by informal group discussion before, during and after formal classes. The preparatory reading and assignment preparation involve private study. The Study Skills web page provides support and guidance in a range of areas, and specific guidance will be provided by tutors on sources of information for students' work, including web- and library-based sources. This is in addition to support provided in other modules of the programme.

Part 3: Assessment

This module encourages students to engage critically and in some depth with a wide range of literature, and to evaluate the way that this literature can be applied in practice in a variety of organisational settings. The assessment is designed to reflect this ethos and is intended to develop and demonstrate these approaches to learning and complement other module assessments within the programme.

The assessment will require students to present a critical analysis of the organisational situation/case study and suggest recommendations using material from three themes selected from the module topic areas. The organisational situation/case study will be determined by the course team and will be unique to each cohort. The recommendations derived from the analysis should be exclusive to each student.

The assessment is worth 100% of the module mark. Students will have the opportunity during the module to receive informal formative feedback on a draft outline of the assignment.

First Sit Components	Final Assessment	Element weighting	Description
Written Assignment - Component A	✓	100 %	2,500 word written assignment
Resit Components	Final Assessment	Element weighting	Description
Written Assignment - Component A	✓	100 %	2,500 word written assignment.

Part 4: Teaching and Learning Methods

Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes:	
	Module Learning Outcomes	
	Appraise theory and research to critically evaluate the theories associated with people and organisations, to better understand the complexity of relationships in organisational environments.	MO1
	Apply a range of theoretical frameworks, concepts and research relating to the disciplines of both Human Resource Management and Organisation Studies to develop informed arguments.	MO2
	Demonstrate critical insight into how different and multiple perspectives can be used to analyse the experiences of people in organisations	MO3
Contact Hours	Independent Study Hours:	
	Independent study/self-guided study	114
	Total Independent Study Hours:	114

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	Scheduled Learning and Teaching Hours:	
	Face-to-face learning	36
	Total Scheduled Learning and Teaching Hours:	36
	Hours to be allocated	150
	Allocated Hours	150
Reading List	<p><i>The reading list for this module can be accessed via the following link:</i></p> <p>https://uwe.rl.talis.com/modules/umocqw-15-m.html</p>	

Part 5: Contributes Towards

This module contributes towards the following programmes of study:

Business Management [Sep][FT][Alexander][1yr] MSc 2020-21

Business Management [Sep][FT][Frenchay][1yr] MSc 2020-21

Business with Supply Chain Management [Jan][FT][Frenchay][1yr] MSc 2020-21

Business with International Human Resource Management [Jan][FT][Frenchay][1yr] MSc 2020-21

Business with Digital Management [Jan][FT][Frenchay][1yr] MSc 2020-21