



## **Module Specification**

### **People and Organisations**

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## Part 1: Information

**Module title:** People and Organisations

**Module code:** UMOCQW-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**Faculty:** Faculty of Business & Law

**Department:** FBL Dept of Business & Management

**Partner institutions:** None

**Field:** Organisation Studies

**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 explores the challenges, tensions and issues involved in the complex relationships between people and organisations.

**Features:** Not applicable

**Educational aims:** This module aims to:

Provide students with a critical and enquiring understanding of people and

organisations

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

Develop students' ability to explore a variety of perspectives to analyse people working in organisations.

**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.

### **Part 3: Teaching and learning methods**

**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.

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.

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

**MO1** Appraise theory and research to critically evaluate the theories associated with people and organisations, to better understand the complexity of relationships in organisational environments.

**MO2** 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.

**MO3** Demonstrate critical insight into how different and multiple perspectives can be used to analyse the experiences of people in organisations

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umocqw-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umocqw-15-m.html>

## **Part 4: Assessment**

**Assessment strategy:** 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.

**Assessment tasks:**

**Written Assignment (First Sit)**

Description: 2,500 word written assignment

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

**Written Assignment (Resit)**

Description: 2,500 word written assignment.

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:

Business with Supply Chain Management [NEU] MSc 2023-24

Business with Digital Management [NEU] MSc 2023-24

Business Management [NEU] MSc 2023-24

Business Management [Frenchay] MSc 2023-24

Business with Supply Chain Management [Frenchay] MSc 2023-24

Business with Digital Management [Frenchay] MSc 2023-24

Business Management [Sep][PT][Frenchay][3yrs] MSc 2022-23

Business Management [Frenchay] MSc 2022-23