STUDENT AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Information			
Module Title	Managing People in Organisations		
Module Code	UMPCXM-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	Human Resource Management
Department	FBL Dept of Business & Management		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
Educational Aims: See Learning Outcomes. In addition, the educational experience may explore, develop, and practise but not formally assess the following: Independent learning, group work and skills associated with discussion and debate Personal organisation and study skills **Outline Syllabus:** The syllabus includes: Enhancing employee contribution: Integrating HRM practice and organizational performance Evaluating the 'high performance work place': Origins, controversies, impact Content theories of motivation: Implications for organizations and individuals Process theories of motivation: Implications for organizations and individuals Ability and personality: Predicting work performance and employee wellbeing Organisational culture: What an organisation 'has' or what it 'is'? Defining and developing leadership: Historical and contemporary perspectives Leading and managing change Groups, teams and teamwork: Identities, roles, affiliations Politics and conflict: Classical perspectives on the nature, distribution and ethical use of power in organisations

Relational power: New perspectives on power in organisations
Using the University Library's print and electronic resources to write a review of theoretical and empirical literature

Teaching and Learning Methods: Teaching Strategy – Classes offer a combination of formal lectures with a variety of participative activities, including case studies, role play, self diagnostic exercises, problem-solving activities and group discussion. The module's participative ethos attributes equal value to the contribution of tutors and students in exploring, evaluating and creating theory, and in applying knowledge to the organisational context. This approach promotes the ability to define, obtain, analyse and evaluate information quickly and rigorously, and communicate conclusions and recommendations to team colleagues and professional and academic audiences in a range of formats.

Learning Strategy – Students will need to carry out reading (of set texts, and other preparatory material including case studies) before class, and their learning will be enhanced by group discussion before, during and after formal classes.

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.

Blackboard – This module is supported by Blackboard, where students will be able to find all necessary module documentation, including detailed session outlines, instructions for preparatory reading, assessment instructions and guidance on further reading.

Contact Hours:

36 hours (12 x 3 hour sessions)

Part 3: Assessment

As this module encourages students to engage critically and in some depth with a wide range of literature, and to assess the implications of this literature for professional practice in an organisational setting, assessment is also intended to develop and assess these approaches to learning and its implementation. All assessment requires students to review theory and knowledge in the context of their own practice and the context of organisations' internal environment, including (where appropriate) students' own employing organisation.

Formative assessment occurs throughout the module in tutors' written response to students' written proposals for each of the module's two items of assessment. Summative assessment takes place at the end of the module, and has two components. Component A is an online test, and Component B is submitted as coursework. Together these assessments will enable students to demonstrate that they have achieved the learning outcomes, and covered the syllabus.

Specific assessment criteria for both components will be published in the module handbook/outline each year.

First Sit Components	Final Assessment	Element weighting	Description
Written Assignment - Component B	✓	50 %	Assignment (1500 words)
Examination (Online) - Component A		50 %	Online test (90 minutes -24 hour window for completion) This is a mapped CIPD assessment and needs to stay as an online assessment (non-proctored) for 2020-21.
Resit Components	Final Assessment	Element weighting	Description

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Written Assignment - Component B	✓	50 %	Assignment (1500 words)
Examination (Online) - Component A		50 %	Online test (90 minutes -24 hour window for completion) This is a mapped CIPD assessment and needs to stay as an online assessment (non-proctored) for 2020-21.

Part 4: Teaching and Learning Methods	
Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes: **Module Learning Outcomes / Reference** Draw on theory and research to describe and critically evaluate the use of HRM practices individually and in combination to enhance organisational performance and employee well-being — MO1 Review theories of motivation, commitment and engagement at work in light of their implications for organisational performance and employee well-being — MO2 Review leading theories of ability and personality, and discuss critically the relationship of ability and personality to work performance and different aspects of well-being — MO3 Draw on a theoretical debates concerning the nature of culture to evaluate critically the notion that culture can be both managed and controlled — MO4 Demonstrate critical insight into processes of change in organisations and the role of organisational leadership (variously understood) in facilitating change — MO5 Discuss critically sources of conflict and power within organisation, and issues involved in the distribution and ethical use of power — MO6 Evaluate the dynamics of behaviour within groups and teams and their implications for individual, group/team and organisational performance — MO7

Module Learning Outcomes	Reference
Draw on theory and research to describe and critically evaluate the use of HRM practices individually and in combination to enhance organisational performance and employee well-being	MO1
Review theories of motivation, commitment and engagement at work in light of their implications for organisational performance and employee well-being	MO2
Review leading theories of ability and personality, and discuss critically the relationship of ability and personality to work performance and different aspects of well-being	MO3
Draw on a theoretical debates concerning the nature of culture to evaluate critically the notion that culture can be both managed and controlled	MO4
Demonstrate critical insight into processes of change in organisations and the role of organisational leadership (variously understood) in facilitating change	MO5
Discuss critically sources of conflict and power within organisation, and issues involved in the distribution and ethical use of power	MO6
Evaluate the dynamics of behaviour within groups and teams and their implications for individual, group/team and organisational performance	MO7

Contact Hours

Independent Study Hours:

Independent study/self-guided study	114
Total Independent Study Hours:	114

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 — *The reading list for this module can be accessed via the following link:*

	https://uwe.rl.talis.com/modules/umpcxm-15-m.html

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Part 5: Contributes Towards
This module contributes towards the following programmes of study: Human Resource Management (International) [Sep][FT][Frenchay][1yr] MSc 2020-21