



Module Specification

Managing People in Organisations

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Part 1: Information

Module title: Managing People in Organisations

Module code: UMPCXM-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

Delivery locations: Not in use for Modules

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: Not applicable

Features: Not applicable

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

Part 3: Teaching and learning methods

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)

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

MO1 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

MO2 Review theories of motivation, commitment and engagement at work in light of their implications for organisational performance and employee well-being

MO3 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

MO4 Draw on a theoretical debates concerning the nature of culture to evaluate critically the notion that culture can be both managed and controlled

MO5 Demonstrate critical insight into processes of change in organisations and the role of organisational leadership (variously understood) in facilitating change

MO6 Discuss critically sources of conflict and power within organisation, and issues involved in the distribution and ethical use of power

MO7 Evaluate the dynamics of behaviour within groups and teams and their implications for individual, group/team and organisational performance

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/umpcxm-15-m.html) via the following link

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

Part 4: Assessment

Assessment strategy: 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 tasks.

Task 1 is an online test, and Task 2 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.

Assessment components:

Examination (Online) (First Sit)

Description: 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.

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO5

Written Assignment (First Sit)

Description: Assignment (1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO2, MO3, MO4, MO6, MO7

Examination (Online) (Resit)

Description: 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.

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO5

Written Assignment (Resit)

Description: Assignment (1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO2, MO3, MO4, MO6, MO7

Part 5: Contributes towards

This module contributes towards the following programmes of study: