



ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Basic Data					
Module Title	Managing People in a Global Context				
Module Code	UMPDFL-15-M	Level	M	Version	1
Owning Faculty	FBL	Field	Human Resource Management		
Contributes towards	Master of Business Administration				
UWE Credit Rating	15	ECTS Credit Rating	7.5	Module Type	Standard
Pre-requisites	none		Co- requisites	none	
Excluded Combinations	none		Module Entry requirements	na	
First CAP Approval Date	13 February 2014		Valid from	September 2014	
Revision CAP Approval Date			Revised with effect from		

<b>Review Date</b>	September 2020
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Part 2: Learning and Teaching	
Learning Outcomes	<p><b>Learning outcomes</b> On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> <li>• Understand the external and internal organisational context within which people are managed.(Component B)</li> <li>• Understand and critically analyse the main theoretical and conceptual frameworks underpinning the management of people in organisations (Component B)</li> <li>• Apply theory and key principles in the management of people to practice with full regard to the context. (Component B)</li> <li>• Critically examine the contribution that the effective management people can make to the achievement of organisational performance, and the critical role played by line managers. (Component B)</li> <li>• Demonstrate an awareness of contemporary international debates and trends in people management. (Component B)</li> <li>• Develop key skills in aspects of people management e.g. selection interviewing, grievance management, negotiation, dispute resolution, training skills (Component A)</li> </ul>
Syllabus Outline	<ul style="list-style-type: none"> <li>• External and internal influences which shape the management of people including economic perspectives on labour markets and institutional (legal) perspectives.</li> </ul>

- Exploration of the link between HR strategy, policy and practice and organisational strategy and the contribution of human resource management to organisational effectiveness.
- The role of line managers and the HR professional in the delivery of effective people management.
- The practical application and theoretical approaches to resourcing, acquiring talent, managing performance and the development of people in the workplace in an international context.
- Contemporary developments in the field people management.
- Practical skill development in aspects of managing people.  
Indicative skills could include;  
Selection interviewing, negotiating skills, conflict resolution, staff development.

Teaching and Learning Methods

Learning in the module is achieved through a combination of class-based activity (which may take place in a physical or virtual classroom) and independent study, supported by online materials.

The Independent learning in this module includes hours engaged with essential reading, case study preparation, assignment preparation and completion etc.

Key Information Sets Information

Key Information Set - Module data				
Number of credits for this module				15
Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours
150	36	114	0	150

The table below indicates as a percentage the total assessment of the module which constitutes a -

- Written Exam:** Unseen written exam, open book written exam, In-class test
- Coursework:** Written assignment or essay, report, dissertation, portfolio, project
- Practical Exam:** Oral Assessment and/or presentation, practical skills assessment, practical exam

Please note that this is the total of various types of assessment and will not necessarily reflect the component and module weightings in the Assessment section of this module description:

Total assessment of the module:	
Written exam assessment percentage	0%
Coursework assessment percentage	100%
Practical exam assessment percentage	0%
	100%

Reading Strategy

All students will be encouraged to make full use of the print and electronic resources available to them through membership of the University. These include a range of electronic journals and a wide variety of resources available through web sites and information gateways. The University Library's web pages provide access to subject

	relevant resources and services, and to the library catalogue. Many resources can be accessed remotely. Students will be presented with opportunities within the curriculum to develop their information retrieval and evaluation skills in order to identify such resources effectively.
Reading List	<p><b>Essential Reading</b></p> <p>The essential reading will be specified in the module handbook and on Blackboard at the start of the module. This is potentially subject to change at short notice and students should not purchase any text without the guidance of the module leader. Examples of essential reading may include:</p> <ul style="list-style-type: none"> <li>• Torrington, D., Hall, L., Taylor, S. and Atkinson, C. (2011) <i>Human Resource Management</i>. Eight edition, FT/Prentice Hall</li> <li>• Gilmore, S. and Williams, S. (2013) <i>Human Resource Management</i>. Oxford University Press</li> <li>• Henderson, I (2011) <i>Human Resource Management for MBA students</i>, CIPD</li> <li>• Marchington, M. and Wilkinson, A. (2012) <i>Human Resource Management at Work: People Management and Development</i> (5th edition). London: CIPD.</li> <li>• Redman, T., and Wilkinson, A. 3<sup>rd</sup> edn. (2009) <i>Contemporary Human Resource Management</i>, Harlow FT Prentice Hall</li> </ul> <p><b>Further Reading</b></p> <p>Further reading will be required to supplement the set texts and other provided readings. Suggested further reading will be provided in the module handbook and other more frequently updated sources. However students are also expected to use their own initiative and discretion in selecting appropriate Students are also expected to engage with academic journals relevant to the module.</p>

<b>Part 3: Assessment</b>	
Assessment Strategy	<p><b>Assessment</b></p> <p>The assessment is designed to examine the capacity of students to take a critical approach to management of people, with a particular focus on the application of theoretical concepts to practice in the work context.</p> <p>Formative assessment occurs throughout the module in tutors' commentary on students' contributions as individuals or in groups.</p> <p>Summative assessment comprises two components:</p> <p>A reflective write up of people management skills following participation in or observation of activity(weighted at 25% of the total marks) and the completion of a written assignment (3000 words maximum) (weighted at 75% of total module marks) consisting of an in depth analysis of an integrative people management case study.</p>

Identify final assessment component and element	<b>Component B</b>	
% weighting between components A and B (Standard modules only)	<b>A:</b>	<b>B:</b>
	<b>25%</b>	<b>75%</b>

<b>First Sit</b>	
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)
1. Reflective write up of skill development activity	100%
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)
1. Individual essay (3000)	100%

<b>Resit (further attendance at taught classes is not required)</b>	
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)
Reflective write up of skill development activity	100%
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)
Individual essay (3000)	100%
If a student is permitted an <b>EXCEPTIONAL RETAKE</b> of the module the assessment will be that indicated by the Module Description at the time that retake commences.	