



Module Specification

Managing People in a Global Context

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Part 1: Information

Module title: Managing People in a Global Context

Module code: UMPDFL-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.

Indicative skills could include;

Selection interviewing, negotiating skills, conflict resolution, staff development.

Outline syllabus: The syllabus includes:

External and internal influences which shape the management of people including economic perspectives on labour markets and institutional (legal) perspectives.

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.

Part 3: Teaching and learning methods

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.

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

MO1 Understand the external and internal organisational context within which people are managed

MO2 Understand and critically analyse the main theoretical and conceptual frameworks underpinning the management of people in organisations

MO3 Apply theory and key principles in the management of people to practice with full regard to the context

MO4 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

MO5 Demonstrate an awareness of contemporary international debates and trends in people management

MO6 Develop key skills in aspects of people management e.g. selection interviewing, grievance management, negotiation, dispute resolution, training skills

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/umpdf-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umpdf-15-m.html>

Part 4: Assessment

Assessment strategy: 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.

Formative assessment occurs throughout the module in tutors' commentary on students' contributions as individuals or in groups.

Summative assessment comprises two components:

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.

Assessment components:

Written Assignment (First Sit)

Description: Individual essay (3000 words)

Weighting: 75 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Written Assignment (First Sit)

Description: Reflective write up of skill development activity

Weighting: 25 %

Final assessment: No

Group work: No

Learning outcomes tested: MO6

Written Assignment (Resit)

Description: Individual essay (3000 words)

Weighting: 75 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Written Assignment (Resit)

Description: Reflective write up of skill development activity

Weighting: 25 %

Final assessment: No

Group work: No

Learning outcomes tested: MO6

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business Administration [Frenchay] MBA 2023-24

Business Administration [BIBM] MBA 2023-24

Business Administration [Villa] MBA 2023-24