



MODULE SPECIFICATION

| Part 1: Information | | | |
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| Module Title | Managing People | | |
| Module Code | UMPDM3-15-2 | Level | 2 |
| For implementation from | September 2018 | | |
| UWE Credit Rating | 15 | ECTS Credit Rating | 7.5 |
| Faculty | Business and Law | Field | Human Resource Management |
| Department | BBS: Business and Management | | |
| Contributes towards | BA (Hons) Business Management with Marketing, BA (Hons) Business and Events Management, BA (Hons) Business and Management, BA (Hons) Business Management and Leadership, BA (Hons) Business and Human Resource Management, BA Business Accounting | | |
| Module type: | Standard | | |
| Pre-requisites | None | | |
| Excluded Combinations | Managing People variants: UMPDM4-15-2; UMPD78-30-2; UMPD79-30-2; UMPD7D-30-2; UMPDDH-30-2 | | |
| Co- requisites | None | | |
| Module Entry requirements | NA | | |

| Part 2: Description | |
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| <p>The module is organised thematically with each week's teaching contributing to a holistic understanding of an operational aspect of HRM or a critical issue in managing people. This horizontal integration of the various elements of the module will ensure that students are made aware of the linkages from theory to 'real-life' application to (individual) practice. The integration of placements preparation as a strand of activity will not only assist in the placement application process but also develop students' awareness of the organisational context of HRM via employer engagement.</p> <p>Scheduled learning includes lectures (12 hours), and workshops (24 hours)</p> <p>Independent learning includes approximately 115 hours engaged with essential reading, tutorial preparation completion of coursework assignments and exam revision.</p> <p>Module delivery will be based on 3 hours of scheduled learning and teaching activities per teaching week. This will consist of:</p> <ul style="list-style-type: none"> - 1 weekly hour-long lecture for the delivery of core syllabus concepts, theory and organisational 'good practice'; in HRM - A weekly two-hour workshop for the exploration and application of core syllabus concepts to case study material through problem-based learning. | |

The module covers the following core areas:

- The contemporary employment relationship
- HRM, Strategy and Organisational Performance
- The Global Context of HRM
- People Resourcing in a global context
- Managing Employee Performance and organisational culture
- Managing Employee Reward
- Human Resource Development
- Employment Relations and contemporary approaches to voice
- HRM, Equality and diversity
- Performance Management
- Workplace Health and Wellbeing

All students are expected 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. Support will be provided in developing the necessary information literacy and information technology skills necessary to access required materials.

By necessity students will need to develop as autonomous learners and will be actively encouraged to develop information skills to enable them to identify, retrieve and evaluate relevant sources of information.

Part 3: Assessment

The assessment strategy adopted on this module is designed to assess students' critical understanding of the theoretical and applied dimensions of contemporary HRM and their reflective understanding of the skills required in managing people. Opportunities for formative assessment and interim feedback are built into module delivery (for example, in the case study tutorials and skills workshops).

There are two components to the summative assessment for this module:

COMPONENT A:

Group presentation based on a consultancy project, this will assess students understanding of key concepts and processes in HRM and their utilisation in practice through weekly presentations and a summative integrative presentation.

COMPONENT B : Individual essay (max 1,500) on one of the key theme covered in the module drawing upon both theory and academic research


Component A Resit – A case study exam will outline a company with an hr issue, which the student will have to identify and make recommendations.

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| Identify final timetabled piece of assessment (component and element) | Component A2 | |
| % weighting between components A and B (Standard modules only) | A: | B: |
| | 50% | 50% |
| First Sit | | |
| Component A (controlled conditions) Description of each element | Element weighting (as % of component) | |
| 1. Group integrative presentation (20 min plus questions) | 100% | |
| Component B Description of each element | Element weighting (as % of component) | |
| 1. Individual essay (max 1500 words) | 100% | |

| Resit (further attendance at taught classes is not required) | |
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| Component A (controlled conditions) Description of each element | Element weighting (as % of component) |
| 1. Case Study examination (1.5 hrs) | 100% |
| Component B Description of each element | Element weighting (as % of component) |
| 1. Individual essay (max 1500 words) | 100% |

Part 4: Teaching and Learning Methods

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| Learning Outcomes | <p>On successful completion of this module students will:</p> <ul style="list-style-type: none"> - Understand the nature of contemporary people management in its broader context (including product markets, business strategy, labour markets, organisations, occupational structures, industry sector and national business systems) (Component A and B) - Understand the contemporary employment relationship and its constituent elements (Component A and B) - Critically assess core concepts and contemporary practice in HRM, including reward and performance management, employee involvement and resourcing (Component A and B) - Apply theory and 'real-life' practice in HRM, and understand the role of line managers in enacting HRM policies and practices (Component A and B) - Understand critical HRM concerns, including ethical decision-making and managing diversity (Component A and B) <p>In addition, the educational experience may explore, develop, and practise <u>but not formally discretely assess</u> the following:</p> <p style="text-align: center;">Skills in independent learning, group work, critical evaluation, critical self-reflection, discussion and debate</p> |
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| Key Information Sets Information (KIS) | Key Information Set - Module data | | | | |
| Contact Hours | <i>Number of credits for this module</i> | | | | 15 |
| | Hours to be allocated | Scheduled learning and teaching study hours | Independent study hours | Placement study hours | Allocated Hours |
| | 150 | 36 | 114 | 0 | 150 |
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FIRST SIT:

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| Total Assessment | Total assessment of the module: | |
| | Written exam assessment percentage | 0% |
| | Coursework assessment percentage | 50% |
| | Practical exam assessment percentage | 50% |
| | | 100% |

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| | <p>REFERRAL:</p> <table border="1" data-bbox="619 275 1334 517"><tr><td colspan="4">Total assessment of the module:</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Written exam assessment percentage</td><td></td><td></td><td>50%</td></tr><tr><td>Coursework assessment percentage</td><td></td><td></td><td>50%</td></tr><tr><td>Practical exam assessment percentage</td><td></td><td></td><td>0%</td></tr><tr><td></td><td></td><td></td><td>100%</td></tr></table> | Total assessment of the module: | | | | | | | | Written exam assessment percentage | | | 50% | Coursework assessment percentage | | | 50% | Practical exam assessment percentage | | | 0% | | | | 100% |
| Total assessment of the module: | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Written exam assessment percentage | | | 50% | | | | | | | | | | | | | | | | | | | | | | |
| Coursework assessment percentage | | | 50% | | | | | | | | | | | | | | | | | | | | | | |
| Practical exam assessment percentage | | | 0% | | | | | | | | | | | | | | | | | | | | | | |
| | | | 100% | | | | | | | | | | | | | | | | | | | | | | |
| Reading List | Link to provisional reading list: https://uwe.rl.talis.com/lists/74A53D69-7963-CB4D-F911-CDACF780303D.html | | | | | | | | | | | | | | | | | | | | | | | | |

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| First CAP Approval Date | 16 December 2016 Version 1 link to RIA | | | |
| Revision ASQC Approval Date <i>Update this row each time a change goes to ASQC</i> | 16 January 2018 | Version | 2 | link to the RIA |