STUDENT AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Information			
Module Title	Managing People		
Module Code	UMPDM3-15-2	Level	Level 5
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	Global People Management 2020-21, Managing People (Accounting, Economics and Finance) 2020-21, Managing People (Business, International and Management) 2020-21, Managing People (Marketing, Enterprise and Tourism) 2020-21, Managing People (Marketing, Events and Tourism) 2020-21		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
Educational Aims: In addition to the Learning Outcomes, the educational experience may explore, develop, and practise but not formally discretely assess the following: Skills in independent learning, group work, critical evaluation, critical self-reflection, discussion and debate **Outline Syllabus:** 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

Teaching and Learning Methods: 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.

Scheduled learning includes lectures (12 hours), and workshops (24 hours).
Independent learning includes approximately 115 hours engaged with essential reading, tutorial preparation completion of coursework assignments and exam revision.

Module delivery will be based on 3 hours of scheduled learning and teaching activities per teaching week. This will consist of:
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.

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 presentations and a summative integrative presentation (20 minutes equivalent - online submission).

COMPONENT B : Individual essay (max 1,500 words) 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.

First Sit Components	Final Assessment	Element weighting	Description

Written Assignment - Component B		50 %	Individual essay (max 1500 words)
Presentation - Component A	✓	50 %	Online submission of group presentation. MP4 file. Slides plus supporting document.
Resit Components	**Final Assessment**	**Element weighting**	**Description**
Written Assignment - Component B		50 %	Individual essay (max 1500 words)
Examination (Online) - Component A	✓	50 %	Case study examination (1.5 Hours in a 24 hour window)

Part 4: Teaching and Learning Methods	
Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes: <table><tr><td>**Module Learning Outcomes**</td><td>**Reference**</td></tr><tr><td>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)</td><td>MO1</td></tr><tr><td>Understand the contemporary employment relationship and its constituent elements</td><td>MO2</td></tr><tr><td>Critically assess core concepts and contemporary practice in HRM, including reward and performance management, employee involvement and resourcing</td><td>MO3</td></tr><tr><td>Apply theory and 'real-life' practice in HRM, and understand the role of line managers in enacting HRM policies and practices</td><td>MO4</td></tr><tr><td>Understand critical HRM concerns, including ethical decision-making and managing diversity</td><td>MO5</td></tr></table>
Contact Hours	<table><tr><td colspan="2">**Independent Study Hours:**</td></tr><tr><td>Independent study/self-guided study</td><td>114</td></tr><tr><td>**Total Independent Study Hours:**</td><td>114</td></tr><tr><td colspan="2">**Scheduled Learning and Teaching Hours:**</td></tr><tr><td>Face-to-face learning</td><td>36</td></tr><tr><td>**Total Scheduled Learning and Teaching Hours:**</td><td>36</td></tr><tr><td>**Hours to be allocated**</td><td>150</td></tr><tr><td>**Allocated Hours**</td><td>150</td></tr></table>

Reading List	*The reading list for this module can be accessed via the following link:* https://uwe.rl.talis.com/modules/umpdm3-15-2.html

Part 5: Contributes Towards

This module contributes towards the following programmes of study:

Business Management with Accounting and Finance {Top-Up} [Sep][SW][Frenchay][3yrs] BA (Hons) 2020-21

Business Management with Accounting and Finance {Top-Up} [Sep][FT][Frenchay][2yrs] BA (Hons) 2020-21

Accounting and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Business and Management [Sep][FT][NepalBrit][3yrs] BBA (Hons) 2019-20

Business Management with Accounting and Finance [Sep][FT][Alexander][3yrs] BA (Hons) 2019-20

Business Management with Accounting and Finance [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business Management with Accounting and Finance [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Business and Events Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Business and Events Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business and Human Resource Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Business and Human Resource Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business and Human Resource Management [Jan][SW][Villa][4yrs] BA (Hons) 2019-20

Business and Human Resource Management [May][SW][Villa][4yrs] BA (Hons) 2019-20

Business and Human Resource Management [Sep][SW][Villa][4yrs] BA (Hons) 2019-20

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2019-20

Business Management with Marketing [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Business Management and Economics [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Business Management with Marketing {Dual} [Mar][SW][Taylors][4yrs] BA (Hons) 2019-20

Business Management with Marketing [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business Management with Marketing {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2019-20

Business Management with Marketing {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2019-20

Business Management with Marketing [Sep][SW][Villa][4yrs] BA (Hons) 2019-20

Business Management with Marketing {Dual} [Aug][SW][Taylors][4yrs] BA (Hons) 2019-20

Business Management with Marketing [Jan][SW][Villa][4yrs] BA (Hons) 2019-20

Business Management with Marketing [May][SW][Villa][4yrs] BA (Hons) 2019-20

Business Management with Marketing [Jan][FT][Villa][3yrs] BA (Hons) 2019-20

Business Management and Economics [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business Management and Economics [Jan][FT][Villa][3yrs] BA (Hons) 2019-20

Business Management and Economics [Jan][SW][Villa][4yrs] BA (Hons) 2019-20

Accounting and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

International Business Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Business Administration [Jan][FT][Northshore][3yrs] BSc (Hons) 2019-20

Business and Management [Jan][SW][Villa][4yrs] BA (Hons) 2019-20

Business and Management [May][SW][Villa][4yrs] BA (Hons) 2019-20

Business and Management [Sep][SW][Villa][4yrs] BA (Hons) 2019-20

Business and Management [Jan][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Management [May][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Management [Sep][FT][Villa][3yrs] BA (Hons) 2019-20

Business and Management [Jan][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business Administration [Jan][SW][Northshore][4yrs] BSc (Hons) 2019-20

Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

International Business Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2019-20

International Business Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2019-20

International Business Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

International Business Management [Sep][FT][NEU][3yrs] BA (Hons) 2019-20

International Business Management {Split Delivery} [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business Management with Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business and Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business Management and Leadership [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Business Management with Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Law with Business [Sep][SW][Frenchay][4yrs] LLB (Hons) 2019-20

Law with Business [Sep][FT][Frenchay][3yrs] LLB (Hons) 2019-20

Business and Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20

Business Management and Leadership [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20

Business Management with Accounting and Finance {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business Management with Accounting and Finance {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19

Business Management and Leadership {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19

Business Management and Leadership {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business Management with Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19

Business Management with Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Law with Business {Foundation} [Sep][FT][Frenchay][4yrs] LLB (Hons) 2018-19

Law with Business {Foundation} [Sep][SW][Frenchay][5yrs] LLB (Hons) 2018-19

Business and Events Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business and Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19

Business and Events Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19

Business and Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business and Human Resource Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business and Human Resource Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19

Business Management with Marketing {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19

Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19

Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business Management with Marketing {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19

Business Management and Economics {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19

Business Management and Economics {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19