



Module Specification

Managing People

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Part 1: Information

Module title: Managing People

Module code: UMPDM3-15-2

Level: Level 5

For implementation from: 2022-23

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: Frenchay Campus, National Economics University Vietnam, Northshore College of Business and Technology, Taylors University, The British College Nepal, Villa College

Field: Human Resource Management

Module type: Standard

Pre-requisites: None

Excluded combinations: Global People Management 2022-23, Managing People (Accounting, Economics and Finance) 2022-23, Managing People (Business, International and Management) 2022-23, Managing People (Marketing, Enterprise and Tourism) 2022-23, Managing People (Marketing, Events and Tourism) 2022-23

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: 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

Tech and E-HRM

Workplace Health and Wellbeing

Part 3: Teaching and learning methods

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.

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

MO1 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)

MO2 Demonstrate the connections between your organisation's strategy and the people strategy, and the range of products, services and stakeholders, e.g. customers the organisation has.

MO3 Critically assess core concepts and contemporary practice in HRM, including reward and performance management, employee involvement and resourcing, and the role of tech in the delivery of HRM.

MO4 Apply theory and 'real-life' practice in HRM, and understand the role of line managers in enacting HRM policies and practices

MO5 Understand critical HRM concerns, including ethical decision-making and managing diversity

MO6 Create a client-focused solution to an HRM issue, identifying potential solutions, and meeting client demands in an informed and confident way.

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/umpdm3-15-2.html) via the following link

<https://uwe.rl.talis.com/modules/umpdm3-15-2.html>

Part 4: Assessment

Assessment strategy: 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 themes 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.

Assessment components:

Presentation - Component A (First Sit)

Description: Online submission of group presentation. MP4 file. Slides plus supporting document.

Weighting: 50 %

Final assessment: Yes

Group work: Yes

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

Written Assignment - Component B (First Sit)

Description: Individual essay (max 1500 words)

Weighting: 50 %

Final assessment: No

Group work: No

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

Examination (Online) - Component A (Resit)

Description: Case study examination (1.5 Hours in a 24 hour window)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested:

Written Assignment - Component B (Resit)

Description: Individual essay (max 1500 words)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested:

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business Management with Accounting and Finance {Top-Up}[Sep][FT][Frenchay][2yrs] BA (Hons) 2022-23

Business Management with Accounting and Finance {Top-Up}[Sep][SW][Frenchay][3yrs] BA (Hons) 2022-23

Business and Management [Sep][FT][NepalBrit][3yrs] BBA (Hons) 2021-22

Business Management and Marketing [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business Management and Marketing [Sep][SW][Frenchay][4yrs] BA (Hons) 2021-22

Accounting and Business Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2021-22

Accounting and Business Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business Administration [Jan][FT][Northshore][3yrs] BSc (Hons) 2021-22

Business Administration [Jan][SW][Northshore][4yrs] BSc (Hons) 2021-22

Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2021-22

Business and Management [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management [Sep][SW][Villa][4yrs] BA (Hons) 2021-22

Business and Management [May][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management [May][SW][Villa][4yrs] BA (Hons) 2021-22

Business and Management [Sep][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management [Jan][SW][Villa][4yrs] BA (Hons) 2021-22

International Business Management {Split Delivery} [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

International Business Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

International Business Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

International Business Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

International Business Management [Sep][FT][NEU][3yrs] BA (Hons) 2021-22

International Business Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business Management with Accounting and Finance [Sep][FT][Alexander][3yrs] BA (Hons) 2021-22

Business Management with Accounting and Finance [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business Management with Accounting and Finance [Sep][SW][Frenchay][4yrs] BA (Hons) 2021-22

Business Management with Marketing [Sep][SW][Frenchay][4yrs] - Withdrawn BA (Hons) 2021-22

Business Management with Marketing {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

Business Management with Marketing {Dual} [Mar][SW][Taylors][4yrs] BA (Hons) 2021-22

Business Management with Marketing {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

Business Management with Marketing {Dual} [Aug][SW][Taylors][4yrs] BA (Hons) 2021-22

Business Management with Marketing [Sep][FT][Frenchay][3yrs] - Withdrawn BA (Hons) 2021-22

Business Management with Marketing [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business Management with Marketing [Sep][SW][Villa][4yrs] BA (Hons) 2021-22

Business Management with Marketing [May][SW][Villa][4yrs] BA (Hons) 2021-22

Business Management with Marketing [Jan][SW][Villa][4yrs] BA (Hons) 2021-22

Business Management and Economics [Jan][SW][Villa][4yrs] BA (Hons) 2021-22

Business Management and Economics [Sep][SW][Frenchay][4yrs] BA (Hons) 2021-22

Business Management and Economics [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business Management and Economics [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2021-22

Business and Human Resource Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [May][SW][Villa][4yrs] BA (Hons) 2021-22

Business and Human Resource Management [Jan][SW][Villa][4yrs] BA (Hons) 2021-22

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Sep][SW][Villa][4yrs] BA (Hons) 2021-22

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business Management and Leadership [Sep][SW][Frenchay][4yrs] BA (Hons) 2021-22

Business Management and Leadership [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Accounting and Management [Sep][SW][Frenchay][4yrs] [NOT RUNNING] BA (Hons) 2021-22

Accounting and Management [Sep][FT][Frenchay][3yrs] [NOT RUNNING] BA (Hons) 2021-22

Business and Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2021-22

Business and Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Law with Business [Sep][SW][Frenchay][4yrs] LLB (Hons) 2021-22

Law with Business [Sep][FT][Frenchay][3yrs] LLB (Hons) 2021-22

Business and Events Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2021-22

Business and Events Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business Management with Accounting and Finance {Foundation}
[Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Accounting and Finance {Foundation}
[Sep][SW][Frenchay][5yrs] BA (Hons) 2020-21

Business Management and Leadership {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2020-21

Business Management and Leadership {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2020-21

Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2020-21

Business Management with Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Events Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Law with Business {Foundation} [Sep][FT][Frenchay][4yrs] LLB (Hons) 2020-21

Law with Business {Foundation} [Sep][SW][Frenchay][5yrs] LLB (Hons) 2020-21

Business and Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2020-21

Business and Law {Foundation} [Sep][FT][Frenchay][4yrs] LLB (Hons) 2020-21

Business Management with Marketing {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Events Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2020-21

Business Management with Marketing {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2020-21

Business Management and Economics {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management and Economics {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2020-21

Accounting and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons)
2020-21

Accounting and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons)
2020-21

Business and Human Resource Management {Foundation}
[Sep][SW][Frenchay][5yrs] BA (Hons) 2020-21

Business and Human Resource Management {Foundation}
[Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21