



## **Module Specification**

### **Managing People**

Version: 2023-24, v5.0, 14 Jun 2023

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## Part 1: Information

**Module title:** Managing People

**Module code:** UMPDM3-15-2

**Level:** Level 5

**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

**Field:** Human Resource Management

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** Global People Management 2023-24, Managing People (Accounting, Economics and Finance) 2023-24, Managing People (Business, International and Management) 2023-24, Managing People (Marketing, Enterprise and Tourism) 2023-24, Managing People (Marketing, Events and Tourism) 2023-24

**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 assessment tasks for this module:

#### Task 1 Project (50%)

Group presentation and supporting documents, 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).

Task 2 : Individual essay (max 1,500 words)(50%) on one of the key themes covered in the module drawing upon both theory and academic research

#### **Assessment tasks:**

##### **Project (First Sit)**

Description: Three deliverables: recorded 20 minute presentation, slides, supporting document (max 15 pages)

Weighting: 50 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

##### **Written Assignment (First Sit)**

Description: Individual written assignment (max 1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

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

##### **Project (Resit)**

Description: Deliverables: 20 minute presentation, slides, supporting document (max. 15 pages in length)

Weighting: 50 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

### **Written Assignment (Resit)**

Description: Individual written assignment (max 1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

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

## **Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Business and Human Resource Management [Frenchay] BA (Hons) 2022-23

Business and Management [Phenikaa] BA (Hons) 2022-23

Business and Management [Frenchay] BA (Hons) 2022-23

Business Management and Economics [Frenchay] BA (Hons) 2022-23

Business Management and Economics [Villa] BA (Hons) 2022-23

Business and Management [Villa] BA (Hons) 2022-23

Business and Events Management [Frenchay] BA (Hons) 2022-23

Business Management with Marketing [Villa] BA (Hons) 2022-23

Business Management and Marketing [Phenikaa] BA (Hons) 2022-23

Law with Business [Frenchay] LLB (Hons) 2022-23

Business and Law [Frenchay] BA (Hons) 2022-23

Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2022-23

International Business Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2022-23

International Business Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2022-23

Business Management with Accounting and Finance [Sep][FT][Frenchay][3yrs] BA (Hons) 2022-23

Business and Human Resource Management [Villa] BA (Hons) 2022-23

Business Management and Leadership [Frenchay] BA (Hons) 2022-23

International Business Management [Frenchay] BA (Hons) 2022-23

International Business Management {Split Delivery} [Frenchay] BA (Hons) 2022-23

Business and Management [NepalBrit] BBA (Hons) 2022-23

Accounting and Business Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2022-23

Business Management and Marketing [Sep][SW][Frenchay][4yrs] BA (Hons) 2022-23

Business Management and Marketing [Sep][FT][Frenchay][3yrs] BA (Hons) 2022-23

Business Management with Marketing {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2022-23

Business Management with Marketing {Dual} [Aug][SW][Taylors][4yrs] BA (Hons) 2022-23

Business Management with Marketing {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2022-23

Business Management with Marketing {Dual} [Mar][SW][Taylors][4yrs] BA (Hons) 2022-23

Business Management with Marketing [Jan][FT][Villa][3yrs] BA (Hons) 2022-23

Business Management with Marketing [Jan][SW][Villa][4yrs] BA (Hons) 2022-23

Business Management with Marketing [May][SW][Villa][4yrs] BA (Hons) 2022-23

Business Management with Marketing [Sep][SW][Villa][4yrs] BA (Hons) 2022-23



Accounting and Business Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2022-23

International Business Management {Dual} [Taylors] BA (Hons) 2022-23

Business Management and Marketing [Frenchay] BA (Hons) 2022-23

Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Business Management with Accounting and Finance {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Business Management with Accounting and Finance {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Business Management with Marketing {Foundation} [Sep][SW][Frenchay][5yrs] - Withdrawn BA (Hons) 2021-22

Business Management and Economics {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Business Management and Economics {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Business and Human Resource Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Business and Human Resource Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Business Management and Leadership {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Business Management and Leadership {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Accounting and Management {Foundation} [Sep][FT][Frenchay][4yrs] - Withdrawn BA (Hons) 2021-22

Accounting and Management {Foundation} [Sep][SW][Frenchay][5yrs] - Withdrawn  
BA (Hons) 2021-22

Business and Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Law with Business {Foundation} [Sep][FT][Frenchay][4yrs] LLB (Hons) 2021-22

Business and Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Law with Business {Foundation} [Sep][SW][Frenchay][5yrs] LLB (Hons) 2021-22

Business and Events Management {Foundation} [Sep][FT][Frenchay][4yrs] BA  
(Hons) 2021-22

Business and Events Management {Foundation} [Sep][SW][Frenchay][5yrs] BA  
(Hons) 2021-22

Business Management and Marketing {Foundation} [Sep][SW][Frenchay][5yrs] BA  
(Hons) 2021-22

Business Management and Marketing {Foundation} [Sep][FT][Frenchay][4yrs] BA  
(Hons) 2021-22

Accounting and Business Management {Foundation} [Sep][SW][Frenchay][5yrs] BA  
(Hons) 2021-22

Accounting and Business Management {Foundation} [Sep][FT][Frenchay][4yrs] BA  
(Hons) 2021-22

Business Management with Marketing {Foundation} [Sep][FT][Frenchay][4yrs] -  
Withdrawn BA (Hons) 2021-22