



MODULE SPECIFICATION

Part 1: Information			
Module Title	Global People Management		
Module Code	UMPDM4-15-2	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) International Business		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	Managing People variants: UMPDM3-15-2; UMPD78-30-2; UMPD79-30-2; UMPD7D-30-2; UMPDDH-30-2		
Co- requisites	None		
Module Entry requirements	N/A		

Part 2: Description
<p>Not only do human resources have to be managed strategically, they must be managed within the context of ever increasing globalisation. Global human resource professionals are responsible for developing strategies, systems and policies that attempt to ensure the effective and efficient use of human talent (within and across borders) to accomplish organisational goals. A thorough understanding and appreciation of how culture affects the implementation of strategic goals is also essential. This module synthesises two critical areas of human resource management: strategy and global HR. The module is organised thematically with each week's teaching contributing to a holistic understanding of an operational aspect of HRM or a critical issues 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 in a Global Context
- HRM, Strategy and Organisational Performance in a Global Context
- The Global Context of HRM
- People Resourcing in a global context
- Managing Employee Performance and organisational culture in MNCs
- Managing Employee Reward with a focus on internationally mobile staff
- Human Resource Development of Globally Mobile staff
- Employment Relations and contemporary approaches to voice
- HRM, Equality and diversity in MNCs
- The Changing Nature of Careers and Career Management in a Global Context
- Workplace Health and Wellbeing

As a result, the syllabus covers the following key aims:

1. To Identify key drivers of the globalised organisation and how this affects HRM
2. To develop a critical understanding of models of SHRM, within the context of a global organisation
3. To develop a critical understanding of the challenges in implementing SIHRM policies and practice, including staffing and employee development
4. To understand the importance of international organisations and the global regulation of labour for the implementation of SIHRM practices and policies
5. To understand the importance and challenge of culture for SIHRM
6. To critically examine the evolving strategic role, activities and competencies of HR practitioners in global organisations
7. To develop a critical understanding of how to measure the contribution of the HR function in a global organisation, including having a critical understanding of the HR-performance debate
8. To explore and assess key trends in global human resources

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.

Identify final timetabled piece of assessment (component and element)		Component A																					
% weighting between components A and B (Standard modules only)		A: 50%	B: 50%																				
First Sit																							
Component A (controlled conditions) Description of each element		Element weighting (as % of component)																					
1. Group integrative presentation (20min 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)																							
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																							
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 global 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 in an international context (Component A and B) - Critically assess core concepts and contemporary practice in HRM, including reward and performance management, employee involvement and resourcing in an international context (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 in a Global Context (Component A and B) - Understand critical HRM concerns, including ethical decision-making and managing diversity (Component A and B) 																						
Key Information Sets Information (KIS) Contact Hours	<p>Key Information Set - Module data</p> <table border="1"> <tr> <td colspan="5"><i>Number of credits for this module</i></td> <td style="text-align: center;">15</td> </tr> <tr> <td>Hours to be allocated</td> <td>Scheduled learning and teaching study hours</td> <td>Independent study hours</td> <td>Placement study hours</td> <td>Allocated Hours</td> <td></td> </tr> <tr> <td style="text-align: center;">150</td> <td style="text-align: center;">36</td> <td style="text-align: center;">114</td> <td style="text-align: center;">0</td> <td style="text-align: center;">150</td> <td style="text-align: center;"></td> </tr> </table>					<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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Total Assessment	FIRST SIT:			
	Total assessment of the module:			
	Written exam assessment percentage			0%
	Coursework assessment percentage			50%
	Practical exam assessment percentage			50%
				100%
	REFERRAL:			
	Total assessment of the module:			
	Written exam assessment percentage			50%
	Coursework assessment percentage			50%
	Practical exam assessment percentage			0%
				100%
Reading List	Link to reading list https://uwe.rl.talis.com/lists/D521BED7-E9C9-393E-5016-CF709F2C9CD3.html			

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First CAP Approval Date	15 December 2016 - Version 1 - link to RIA			
Revision ASQC Approval Date <i>Update this row each time a change goes to ASQC</i>	28 June 2018	Version	2	link to RIA