STUDENT AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Information			
Module Title	Global People Management		
Module Code	UMPDM4-15-2	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	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, Managing People 2020-21		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description

Overview: 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.

Educational Aims: To identify key drivers of the globalised organisation and how this affects HRM.

To develop a critical understanding of models of SHRM, within the context of a global organisation.

To develop a critical understanding of the challenges in implementing SIHRM policies and practice, including staffing and employee development.

To understand the importance of international organisations and the global regulation of labour for the implementation of SIHRM practices and policies.

To understand the importance and challenge of culture for SIHRM.

To critically examine the evolving strategic role, activities and competencies of HR practitioners in global organisations.

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.

To explore and assess key trends in global human resources.

Outline Syllabus: 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

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 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.

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 weekly presentations and a summative integrative presentation (online submission of slides and supporting documentation).

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: 20 minutes max plus supporting document 15 sides max.
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 hrs in a 24 hr window)

Part 4: Teaching and Learning Methods

Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes:
	<table><tr><th>Module Learning Outcomes</th><th>Reference</th></tr><tr><td>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)</td><td>MO1</td></tr><tr><td>Understand the contemporary employment relationship and its constituent elements in an international context</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 in an international context</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 in a global context</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	**Independent Study Hours:**	
	Independent study/self-guided study	114
	Total Independent Study Hours:	114
	Scheduled Learning and Teaching Hours:	
	Face-to-face learning	36
	Total Scheduled Learning and Teaching Hours:	36
	Hours to be allocated	150
	Allocated Hours	150
Reading List	*The reading list for this module can be accessed via the following link:* https://uwe.rl.talis.com/modules/umpdm4-15-2.html	

Part 5: Contributes Towards
This module contributes towards the following programmes of study: International Business [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20 International Business [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20 International Business {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19 International Business {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19