

## MODULE DESCRIPTOR

<b>MODULE TITLE</b>	MANAGING PEOPLE		
<b>MODULE CODE</b>	HR4201 (L7)	<b>CREDIT VALUE</b>	40 UK CREDITS / <u>20 ECTS</u>
<b>SCHOOL</b>	SCHOOL OF BUSINESS AND MANAGEMENT		

### MODULE AIMS

This module aims to:

- provide students with a critical understanding of the theory and practice associated with managing people at work
- develop specific knowledge in Human Resource Management (HRM) that is contextualised to reflect current trends in the world of work.

### MODULE CONTENT

**Indicative syllabus content:**

The functional areas of HRM:

- Workforce planning
- Recruitment and Selection
- Training and Development
- Performance Management and Compensation
- People Management Practice with links to Performance and Productivity
- The internal and external business environment
- Performance and productivity
- Motivation, engagement and reward
- Collaborative working and teams
- Organisational culture

Strategic Thinking with Connections to the Internal and External Environment

- Organisational strategy with connections to products, services and customers
- HR strategy and business strategy
- HR planning and flexible working
- Government policy, regulation and legal factors impacting on HR and organisational strategy

Leadership, Line Management and Communication

- Leadership, line management and HR decision making
- Coaching and mentoring
- Communication and involvement at work
- Managing knowledge/learning

The HR Profession

- The notion of a profession
- Developing professional skills
- The reflective practitioner
- The internal consultant
- Ethical challenges

### INTENDED LEARNING OUTCOMES

**On successful completion of this module a student will be able to:**

1. Evaluate how people management practices are designed to reflect sector trends, performance, and productivity indicators.
2. Evaluate how organisational and HR strategies and planning are shaped by and developed in response to internal and external environmental factors.
3. Critically analyse how appropriate Government policy, regulation and legal factors impact on organisational and HR strategies.
4. Appraise models of systematic thinking to a range of people management related practice.

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5. Apply a critical awareness of facilitation models, consultation, and mentoring to a range of people management situations.
  6. Appraise how ethics, differing mindsets and values influence internal and external decision-making.
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## TEACHING METHODS

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Sessions will comprise of tutor input, skills development, discussion and practical group work to maximise learning opportunities. In order to stimulate learning and support understanding the module is structured to provide opportunities for questioning, debate, and critique. In addition, where relevant, case studies, documentary and audio-visual material will be used to enhance the learning process. A range of learning materials – lecture material, notes, fact sheets, best practice guides, podcasts, video clips, case studies and additional reading material are available on the module Blackboard.

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## ASSESSMENT METHODS

This module is assessed through one Open Book Examination and one Themed Group Conversation.