

## MODULE DESCRIPTOR

<b>MODULE TITLE</b>	Managing People Enterprise Skills		
<b>MODULE CODE</b>	BU1025 (L4)	<b>CREDIT VALUE</b>	20 credits (10 ECTS)
<b>SCHOOL</b>	SCHOOL OF BUSINESS AND MANAGEMENT		

### MODULE AIMS

The module introduces students to the key issues and challenges associated with managing human resources in organisations. The module combines an introduction to the main conceptual underpinnings of human resource management with an understanding of the practical skills that are utilised by line managers who have people management responsibilities. It aims to develop the skills and qualities identified in successful entrepreneurs to meet the challenges of developing new ventures.

### MODULE CONTENT

Indicative content:

Origins and context of HRM, HR planning & the selection process, Motivation in the workplace, Characteristics, skills and attributes of entrepreneurs, Outline of personal skills development process; reflection skills

Developing enterprise skills:

*Creative thinking and creative approaches to problem solving*

*Personal Skills for Enterprise*

*Project Management*

*Effective Teams*

*Communication Skills*

### INTENDED LEARNING OUTCOMES

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

1. Demonstrate a basic understanding of the key activities associated with human resource management
2. Select and utilise appropriate people management tools and techniques in a number of key people management areas
3. Identify the challenges involved in people management activities
4. Demonstrate the ability to reflect on personal skills and attributes and compare these against those identified in successful entrepreneurs
5. Demonstrate an understanding of the skills and attributes required of an entrepreneur essential for starting a new venture

### TEACHING METHODS

In order to develop the students understanding of the complexities of managing people at work, the module combines tutor directed-input into the workshop sessions with opportunities for students to develop practical skills. These will typically involve interviewing, negotiation and appraisal skills amongst others. These skills will be practiced in the workshop sessions before being evaluated in the first assessment, which will focus upon one of the skills in more detail. In addition to being involved in the practical utilisation of the skills, students will also be required to reflect on their role and performance and assess any further development that they might need in terms of this activity. As in practice people management often requires a more integrated approach, the second and third assessment focuses upon a scenario that necessitates students' drawing upon a range of different aspects from the course and

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producing a report assessing both the challenges and possible options in terms of how managers might respond to this.

The module will develop students' skills in problem solving, oral, written and visual communication skills, reflection, team working, understanding of and skills related to human resource management.

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## **ASSESSMENT METHODS**

This module is assessed through a Portfolio containing a write-up on entrepreneur, reflective accounts and justified action plan that develops enterprise skills (50%) and a Case study analysis/ experiential activity – Group Report (50%).