Module specification

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Module code	BUS4A5
Module title	People and Talent
Level	4
Credit value	30
Faculty	Glyndŵr University: Faculty of Social and Life Sciences Bloomsbury Institute: School of Business and Accounting
Module Leader	Dr Knowledge Mpofu
HECoS Code	100078
Cost Code	GAMG

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business Management	Core
BA (Hons) Business Management (Marketing)	Core
BA (Hons) Business Management (Entrepreneurship)	Core
BA (Hons) Business Management (Human Resource Management)	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	66 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	**66 hrs**
Placement / work based learning	0 hrs
Guided independent study	234 hrs

Learning and teaching hours	66 hrs
Module duration (total hours)	**300 hrs**

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Initial approval date	8 April 2022
With effect from date	June 2022
Date and details of revision	
Version number	1

Module aims

This module aims to provide students with an understanding of the essential concepts involved in successful people and talent management, with the ability to analyse and evaluate such concepts, along with the developmental skills required to ensure success for both the organisation and employees. The module also aims to develop students' knowledge and skills to carry out activities including HR planning, job design, recruitment, selection, induction, retention, succession planning and dismissal.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Discuss the role Human Resource and People Development play in contemporary organisations.
2	Explain and analyse stages, and associated concepts, of the Employee Life Cycle model.
3	Analyse different approaches to how people are valued in the workplace.
4	Apply appropriate techniques to resolve issues or promote good practice in various scenarios and reflect on their effectiveness.

Assessment

This section outlines the type of assessment task the student will be expected to complete as part of the module.

Indicative Assessment 1: Will take the form of an in-class test (1,5 hours) which may include MCQs and open questions.

Indicative Assessment 2: Will take the form of a group simulation assessment with an individual reflection (1,500 words equivalent).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2	In-class test	50%

2	3, 4	Simulation	50%

Derogations

None

Learning and Teaching Strategies

The module will be completed over one term.

Students will undertake 2-weeks of pre-reading and online activities.

The module is taught through weekly 2-hour lectures, 2-hour seminars and 2-hour workshops.

Lectures provide a broad outline structure for each topic to be covered. Lectures offer a good way of covering a lot of information and, more importantly, of conveying ideas to many people at once.

Seminars enable students to undertake directed self-study and to answer questions and solve problems which are set by the lecturer. Students will present their answers and solutions within the seminar group. Seminars enable students to explore further the topics introduced in the lectures.

Workshops follow on from lectures and seminars. They are designed to enable students to work within a small group to perform set tasks (e.g. working on an exercise or case study). They reinforce proactive learning by providing opportunities for discussion and interaction.

The seminar/workshop groups are small, thereby enabling students to develop a deep understanding.

Student digital literacies are developed on this module through the use of:

- Online libraries and databases for gaining access to full-text journal articles and eBooks.
- Communication means provided through the VLE and learning technology applications.
- Online group-work, for planning, developing, improving, submitting and reflecting on collaborative work completed as part of the module.
- Assessment and feedback tools such as Multiple Choice Tests/Quizzes, Turnitin and the VLE's Gradebook – enabling timely and detailed feedback on student work.
- Web-based Office 365.

Indicative Syllabus Outline

- The role Human Resource and People Development play within organisations
- Employee Life Cycle:
  - ○ Attraction (employer brand, factors that impact on recruitment and selection, developing a business case for recruitment job descriptions and person specifications, the recruitment process)
  - ○ Get me started (onboarding, induction, employment contract)
  - ○ Managing performance (rationale for managing performance within an organisation, frameworks, diagnostic and evaluation tools used for performance

management, principles for managing performance, formal processes, signs and causes of underperformance, challenges related to managing performance, techniques for developing and managing individuals who exceed expectations)
- o Employee relations (trade unions, managing issues, discipline, grievance and attendance, conflict resolution and mediation, ACAS and the Employment Tribunal)
- o Employee development (learning cycle, appraisals, development needs analysis)
- o Valuing people (culture, engagement, motivation, reward, recognition, communication, well-being and resilience)
- o Exit (managed exit, voluntary exit)

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

- Taylor, S. (2018). *Resourcing and talent management*. Kogan Page Publishers.

Other indicative reading

- Resources available through CMI Management Direct
- www.cipd.co.uk
- www.jhrm.eu
- www.mckinsey.com
- www.hbr.org

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes
Engaged
Enterprising
Creative
Ethical

Key Attitudes
Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets
Digital Fluency
Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication