# Prifysgol **Wrecsam**
# **Wrexham** University

## Module specification

**When printed this becomes an uncontrolled document. Please access the Module Directory for the most up to date version by clicking on the following link: Module directory**

| | |
|---|---|
| Module Code | BUS4C3 |
| Module Title | People and Culture |
| Level | 4 |
| Credit value | 30 |
| Faculty | Wrexham Business School |
| HECoS Code | 100078 |
| Cost Code | GABP |
| Pre-requisite module | N/A |

## Programmes in which module to be offered

| Programme title | Core/Optional/Standalone |
|---|---|
| BSc (Hons) Business Management | Core |
| BSc (Hons) Business Management with Foundation Year | Core |

## Breakdown of module hours

| | |
|---|---|
| Learning and teaching hours | 54 hrs |
| Placement tutor support hours | 0 hrs |
| Supervised learning hours e.g. practical classes, workshops | 0 hrs |
| Project supervision hours | 0 hrs |
| **Active learning and teaching hours total** | 54 hrs |
| Placement hours | 0 hrs |
| Guided independent study hours | 246 hrs |
| **Module duration (Total hours)** | 300 hrs |

## Module aims

This module provides students with a foundational understanding of how people and culture shape organisations and its effectiveness. It explores the relationship between leadership, culture, and inclusive practices, equipping students with the awareness, knowledge, and skills needed to navigate and contribute to positive, values-driven work environments. The module encourages critical reflection on the impact of cultural dynamics, diversity, and leadership behaviours in shaping the modern workplace

## Module Learning Outcomes

At the end of this module, students will be able to:

| | |
|---|---|
| 1 | Demonstrate an understanding of organisational culture and its impact on employee behaviour, performance, and workplace wellbeing. |
| 2 | Discuss the role of leadership and leadership styles in shaping inclusive, ethical, and high-performing organisational cultures. |
| 3 | Apply knowledge of equality, diversity, and inclusion and how it contributes to creating positive work culture in organisations. |

## Assessment

Indicative Assessment Tasks:
This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Assessment 1: The assessment for this module will be a presentation (8-10 slides). Students will be given a scenario or a case study involving a cultural or leadership issue. Students will develop an action plan or recommendation as part of the presentation.

| Assessment number | Learning Outcomes to be met | Type of assessment | Duration/Word Count | Weighting (%) | Alternative assessment, if applicable |
|---|---|---|---|---|---|
| 1 | 1, 2, 3 | Presentation | 15 minutes | 100% | N/A |

## Derogations

None

## Learning and Teaching Strategies

The overall learning and teaching strategy is based upon the key principle that students are encouraged to participate in higher education when they are exposed to flexible ways of learning that engage them using innovative and creative pedagogical approaches. To this end People and Culture module applies the University's Active Learning Framework (ALF) supporting accessible, and flexible learning. Students will have access to multiple learning opportunities including face to face and online classes (with core and guest lecturers), seminars, access to recorded lectures, lecture notes and handouts and directions to relevant essential and additional reading.

An interactive approach to learning is always maintained and staff will engage students with key issue by drawing on case studies and their practice experiences in the world of business and management. Lectures will be organised around lecture inputs, quizzes, recorded video content, simulation software (where applicable), larger and small group discussions and

debates. Face to Face or video mediated appointments can be made with tutoring staff via Microsoft Teams to discuss module content and assignments.

## Welsh Elements

Students have an option to submit the assessments and receive feedback for the module in Welsh. Case studies and contextualised Welsh examples will also be implemented within the module where possible.

## Indicative Syllabus Outline

1. Introduction to organisations
2. Types of organisations
3. Organisational Structure
4. Organisational culture
5. Types of organisational culture
6. Advantages, disadvantages of culture in organisations
7. Challenges of organisational culture
8. Leadership
9. Leadership styles
10. Leadership challenges
11. Equality Diversity and Inclusion (EDI)
12. How culture impact EDI

## Indicative Bibliography

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

Essential Reads:

Dyer, C. (2023) *The Power of Company Culture*. 2nd ed. London: Kogan Page.

Other indicative reading:
*Websites:*
*www.cipd.co.uk*
*www.hbr.org*
*www.jhrm.eu*
*www.mckinsey.com*

## Administrative Information

| For office use only | |
|---|---|
| Initial approval date | 13/11/2025 |
| With effect from date | 01/09/2026 |
| Date and details of revision | |
| Version number | 1 |