Module Title:	Engagement in the Workplace	Level:	5	Credit Value:	10

Module code:	BUS564	Is this a new module?	Yes	Code of module being replaced:	N/A

Cost Centre:	GAMG	JACS3 code:	N211

Trimester(s) in which to be offered:	1 or 2 or 3	With effect from:	May 16

School:	Business	Module Leader:	Tracy Powell

Scheduled learning and teaching hours	12 hrs
Guided independent study	88 hrs
Placement	0 hrs
Module duration (total hours)	100 hrs

Programme(s) in which to be offered	Core	Option
Standalone module, aligned with UG business programme for QAA and assessment purposes	☐	☐

Pre-requisites
None

Module Aims
The module aims to introduce students to concepts of people engagement within workforce organisations, develop critical understanding of characteristics of engaged employees and enable students to critically examine the impact of varying levels of engagement contributing to organisational success. The module also aims to introduce students to the psychological and behavioural theories and practices which underline the organisational functions of leading people in business contexts, relating the current dilemmas individuals face in workforce organisations to their occupational and psychological needs.

Intended Learning Outcomes

Key skills for employability

KS1	Written, oral and media communication skills
KS2	Leadership, team working and networking skills
KS3	Opportunity, creativity and problem solving skills
KS4	Information technology skills and digital literacy
KS5	Information management skills
KS6	Research skills
KS7	Intercultural and sustainability skills
KS8	Career management skills
KS9	Learning to learn (managing personal and professional development, self-management)
KS10	Numeracy

At the end of this module, students will be able to		Key Skills	
1	Understand and and evaluate the nature and role of communication in the workplace	KS2	KS4
		KS7	
2	Conceptually understand leadership behaviours, concepts and paradigms that promote employee engagement	KS1	KS3
		KS9	
3	Identify academic models and methods to measure the level of people engagement in a workforce	KS5	KS6
		KS10	
Transferable/key skills and other attributes			

Assessment:

This is a group activity to investigate the models of people engagement applied in a chosen business organisation and to analyse the occurring consequences of it.

Candidates will be expected to identity qualitative and/or quantitative characteristics and measurements of engaged employees in the chosen organisation, using contemporary prevailing methods and concepts delivered on the course. The findings from the project will be summarised in a presentation, supported by a credible group report.

As part of the presentation, candidates will be expected to produce an individual reflective account of their learning experience and focus on a particular critical incident related to engagement.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1, 2, 3	Group Project	100	N/A	1500-2000

Learning and Teaching Strategies:

The module will be taught as a standalone module with a full day of face to face delivery covering the topic. This will be backed up with online materials using Moodle for students to access after the module has taken place.

The lecture will be followed up approximately four weeks later with a half day reflection session for all students.

The taught lectures will be designed to provide students with sufficient underpinning theory related to the module with a focus on actual examples to encourage independent exploration of the topic and personal reflection and application.

Students will be encouraged to contribute their own examples and identify elements of theory to develop and strengthen their own learning through interpretation and exposure to their own workplace for reflection.

There will be the opportunity for group discussions during the session to explore concepts, introduce the notion of reflective thinking and develop team work skills and problem solving.

Syllabus outline:

1. Organisational commitment successful working environments
2. Leadership styles and methods that encourage a successful and engaged workforce
3. People engagement dimensions – drivers, influences. Measuring engagement, characteristics of engaged employees

Bibliography:

Essential reading

Mullins L, 2013, Management and Organisational Behaviour, 10th ed., Prentice Hall.

Other indicative reading

Armstrong, M. 2012, Armstrong's Handbook of Reward Management Practice, Kogan Page.

Arnold, J., Silvester, J., Patterson, F., Robertson, I., Cooper, C. and Burnes, B., Work Psychology, 5th ed., Prentice Hall.

Burnes, B. 2009, Managing Change: A Strategic Approach to Organisational Dynamics, 4th ed., FT/Prentice Hall.

Fincham, R. and Rhodes, P. 2006, Organisational Behaviour, 4th ed., Oxford University Press.

Finemann, S. 2003, Understanding Emotion at Work, Sage.

Guest, D. and Conway, N.2002, Pressure at Work and Psychological Contract, CIPD.

Harrison, T. 2006, Employment Law, 6th ed., Business Education Publishers.

Huczynski, A. and Buchanan, D. 2013, Organisational Behaviour, 8th ed., Prentice Hall.

Jackson, N. and Carter, P. 2006, Rethinking Organisational Behaviour: A Post-Structuralist Framework, FT/Prentice Hall.

Muller-Camen, M., Croucher, R. and Leigh, S. 2008, Human Resource Management: A Case Study Approach, CIPD.

Pilbeam, S and Corbridge, 2010, People Resourcing and Talent Planning, 4th ed., FT/Pitman Publishing.

Porteous M, 1997, Occupational Psychology, Prentice Hall, London.

Rynes, S. and Gerhart, G., 2000, Compensation in Organisations, Jossey Bass.

Thomson, P. and McHugh. D, 2009, Work Organisations: A Critical Approach, 4th ed.,Kogan Page.

Torrington, D., Hall, L., and Taylor, S. 2014, Human Resource Management, 9th ed., FT/Prentice Hall.

Journals
Journal of Organisational Change Management
Journal of Management Development
The McKinsey Quarterly
Harvard Business Review   Personnel Today
People Management   Human Resource Management Journal
Xpert HR