

Module Code:	BUS590
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Module Title:	Engaging and Leading People
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Level:	5	Credit Value:	20
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Cost Centre(s):	GAMG	<u>JACS3</u> code:	N211
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School:	Social & Life Sciences	Module Leader:	Karen Hynes
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Scheduled learning and teaching hours	30 hrs
Guided independent study	170 hrs
Placement	0 hrs
Module duration (total hours)	200 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
BA (Hons) Business	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BA (Hons) Accounting and Finance	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BA (Hons) Hospitality, Tourism & Event Management	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BA (Hons) Marketing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BA (Hons) Human Resource Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Pre-requisites
None

Office use only

Initial approval: 29/06/2018
 With effect from: 01/09/2019
 Date and details of revision:

Version no:7

Version no:

Module Aims

By the end of this module, students will appreciate the relationship between key HRM activities and organisational success at strategic, departmental and team levels.

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

At the end of this module, students will be able to		Key Skills	
1	Identify and evaluate the considerations and processes involved in recruiting the right people	KS1	KS2
2	Make considered proposals for specific roles within an organisation	KS1	KS9
3	Critically compare and contrast Leadership Styles	KS3	KS7
		KS5	
4	Recommend Leadership styles that would meet "best fit" related to a specific team in an organisation	KS3	KS6
		KS4	KS8
		KS5	

Derogations

None

Assessment:

Indicative Assessment Tasks:

For the case study students will be guided and supported to select an organisation and be asked to design a recruitment campaign for a group of key staff for their chosen organisation.

For the presentation and reflection, students will again be guided to select an organisation, analyse the culture for a group of staff within that organisation and present their arguments for leadership styles that would meet 'best fit' with the team culture.

The reflection on their presentation is designed to build skills in reflective practice so that the students will be guided to use a recognised reflection theory to frame their submission.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1,2.	Case Study	50		2000
2	3,4	Presentation and Reflection	50		2000

Learning and Teaching Strategies:

Through Lectures and seminar activities, students will be exposed to a variety of types of HRM in different contemporary organisations and will be expected to compare and contrast their relative benefits and weaknesses.

The specialisms within the HRM team will also be evaluated and students will have an understanding of the concept of "best fit" for different organisations.

Through this theoretical frame work, students will then be able to appreciate the possibilities and choices that organisations can make to enable the HRM team to support the organisation's strategic aims.

Syllabus outline:

1. Recruitment theory and practice
2. Induction and on boarding theory and practice
3. Leadership theory and practice
4. CIPD Map (specialist skills within HRM)

Indicative Bibliography:
Essential reading
Halvorson (2016), <i>People Management: All you need to know about Managing and Leading People</i> , Kogan Page
Other indicative reading
Decenzo and Robbins (2016), <i>The Fundamentals of HRM</i> , Wiley Mabey and Storey (2014), <i>Human Resource Management</i> , Blackwell <u>Websites</u> www.managers.org.uk