Module Code:	BUS596

Module Title:	Winning with People

Level:	5	**Credit Value:**	40

Cost Centre(s):	GAMG	JACS3 **code**: HECoS **code**:	N200 100078

Faculty	Social and Life Sciences	**Module Leader:**	Gaenor Roberts

Scheduled learning and teaching hours	44 hrs
Guided independent study	356 hrs
Placement	0 hrs
Module duration (total hours)	400 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
FdA Applied Business Management	✓	☐
	☐	☐

Pre-requisites
None

Module Aims
This is a module aimed at recognising the importance of being able to apply the knowledge and skills gained during the programme to enhance practices within the workplace. There will be an opportunity to investigate innovative ideas for improvements to a specific issue within the workplace, and students will also be encouraged to focus on their personal and professional development within the work context.

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	Critically assess the impact of key HRM concepts and practices in the workplace.	KS2	KS6
		KS7	
2	Evaluate the practical application of key HRM concepts and practices in contemporary organisations.	KS1	KS2
		KS3	
3	Generate practical and relevant recommendations for a real-life business scenario.	KS1	KS2
		KS3	KS6
4	Understand and evaluate factors affecting effective performance in the workplace.	KS2	KS3
		KS5	KS8
		KS9	
5	Demonstrate critical awareness of personal development, including self-reflection, self-management and ability to learn and develop within your role.	KS1	KS2
		KS5	KS8
		KS9	
Transferable skills and other attributes			

Effective communication skills, oral and written *Critical thinking* *Analysis and synthesis of information and knowledge* *Problem solving skills such as identifying and solving business problems.* *Applying knowledge and theories in practice* *Self-reflection and reflective learning*

Derogations
None.

Assessment:
Indicative Assessment Tasks:
1. A research project investigating and diagnosing a 'live' people management and/or development issue or problem within a business. It is expected that the students implement the investigation, research supporting academic theories and propose a set of practical and actionable recommendations of how the issue/problem could be resolved. 2. A portfolio analysing areas for personal and professional development, including a personal development plan.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration or Word count (or equivalent if appropriate)
1	1,2,3,	Project	65%	3,000
2	4,5,	Portfolio	35%	1,500

Learning and Teaching Strategies:
This module will be delivered using a combination of face to face lectures, group tutorials and practical exercises, and will utilise the use of case studies to apply the knowledge. There will be a substantial element of online learning, during which students will consolidate learning, undertake research for assessments, participate in discussion forums, and work with peers to complete group activities.

Syllabus outline:
1. Fundamentals of HR practices in the workplace 2. Power, conflict and engagement in the workplace 3. Processes and procedures to manage performance 4. Employee reward systems 5. Job evaluation 6. Employee benefits: including pensions and flexible benefits

7. Employee voice – collective and individual

8. Future trends in HR

9. Continuing professional development

10. Workplace training and development

11. Personal development plans

12. Reflective practice.

Indicative Bibliography:

Essential reading

Anderson, V. (2013), *Research Methods in Human Resource Management: Investigating a Business Issue.* London: CIPD

Sanders, K., Cogin, J.A. and Bainbridge, H.T.J. (2014), *Research Methods for Human Resource Management.* London: Routledge (available as e-book)

Other indicative reading

Books
Dickmann, M., Brewster, C. and Sparrow, P. (2016), *International Human Resource Management.* 3rd ed. London: Routledge.

Northouse, P. (2015), Leadership: Theory and Practice. 8th ed. Los Angeles: Sage.

Websites
www.mangers.org.uk
www.cipd.co.uk
www.ilo.org
www.ons.gov.uk

Journals
Journals available on Resourcefinder