

Module specification

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Module Code	BUS7F4
Module Title	People and Performance
Level	L7
Credit value	30
Faculty	Wrexham Business School
HECoS Code	100085
Cost Code	GABP
Pre-requisite module	N/A

Programmes in which module to be offered

Programme title	Core/Optional/Standalone
MSc Human Resource Management	Core
MSc Human Resource Management with Advanced Practice	Core

Breakdown of module hours

Learning and teaching hours	30 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	30 hrs
Placement hours	0 hrs
Guided independent study hours	270 hrs
Module duration (Total hours)	300 hrs

Module aims

This module aims to develop students' critical and applied understanding of the relationship between people management and organisational performance in complex, uncertain, and global contexts. It enables students to systematically evaluate human resource theories, methodologies, and evidence-based frameworks to assess how people management practices contribute to sustainable competitive advantage and organisational outcomes. The module further aims to equip students with the capability to design and justify innovative people and performance solutions. while fostering critical reflection on professional practice, leadership, teamwork, and decision-making as drivers of organisational performance.

Module Learning Outcomes

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

1	Critically evaluate how human resource methodologies and theories are applied in the workplace to generate organisational performance.
2	Evidence the contribution people management practices make to secure sustainable competitive advantage.
3	Apply evidence-based conceptual frameworks to strategize innovative people solutions in complex, uncertain, and global contexts.
4	Critically evaluate solutions that directly link human-AI impact on future people and organisational performance.
5	Critically reflect own contribution, professional practice, leadership, teamwork and decision-making impact on the future of people and performance priorities and practices.

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.

The assessments will focus on business or organisation people and performance scenario within a mid-size UK organisation. You will engage in a series of group and individual activities within a consultancy simulation setting, both in the class and as part of guided independent learning. You will take on the role of a HR consultant, advising an organisation on the strategic role of its people when measuring organisational performance in a global sphere, and the transformational challenges and changes the organisation needs to make to safeguard its competitive advantage. You will present a strategic people and performance intervention to the organisation and reflect on your agency skills.

Key features of the assessments:

- Collaboration – students will work together to discuss, debate, review, research, analyse and recommend a case for change.
- Applied learning – assessment focuses on theory to practice, applying frameworks and concepts to practical scenarios.
- Project-based – consultancy style simulation, to mirror real HR consultancy practice, and embed professional and employability skills.
- Evidence-based – the assessment will demonstrate strategic thinking, problem-solving, research, and professional communication.

Assessment 1: Written presentation

Word count 1000 / 6 slides (word count will include individual notes that have been prepared for the presentation)

You will individually present a 10-minute PowerPoint based on a previously written group report that has been sent to the senior leadership team in advance of the presentation. The senior leadership team will invite you to a Q&A board meeting consisting of the organisation's board members, where you will present your findings, and answer questions on your research, contributions and recommendations.

Assessment 2: Written reflection/self-evaluation

Word count 2,500 words

You will present a written reflect you own performance as a HR consultant, evaluating your application and knowledge of skills, achievement of objectives and deliverables, and your own contribution to group or team work. You will evaluate your own agency skills such as leadership, decision-making power, autonomy, influence, self-efficacy, and accountability of owning your actions.

Assessment number	Learning Outcomes to be met	Type of assessment	Duration/Word Count	Weighting (%)	Alternative assessment, if applicable
1	1, 2, 3, 4	Presentation	1000 / 6 slides / 10 mins	40%	N/A
2	5	Written Assignment	2,500	60%	N/A

Derogations

N/A

Learning and Teaching Strategies

The teaching and learning for this module will focus on a scaffold approach, and will include action learning sets, industry integration and applied workshops.

Students will learn through a variety of formats including lectures, seminars, tutorials, group work, focus groups, group and individual work, facilitated learning (e.g. scale-up), as well as independent directed study. The university's Active Learning Framework (ALF) will be learner-centred and integral to this strategy, enhancing student engagement, participation and interaction. The ALF framework will focus on the construction of knowledge through activities, to develop thinking, problem-solving and collaboration.

This module will be delivered through block teaching, to deepen learning, focus, and knowledge retention. Integrated learning, including where possible simulation and the use of immersive learning spaces will underpin formative and summative assessment, and allow for integrative peer collaboration.

Modes of delivery will include on campus and blended, enabling greater flexibility for learning and engagement. As the summative assessment builds throughout the module, it will create opportunities to conceptualise learning, critical thinking, networking, and applied knowledge.

Welsh Elements

Every student has the right to submit written work or examinations in Welsh. All Welsh speaking students have the right to a Welsh speaking tutor. Elements of the Welsh language and culture will be embedded throughout the module where possible.

Indicative Syllabus Outline

- Strategic HRM and organisational performance
- Employee engagement and motivation
- Performance management systems
- People analytics and evidence-based practices
- Leadership, culture, and behaviours
- Learning, development and capability building
- Management performance in complex settings
- Agency versus structure in organisations
- Agency in HRM and People Practice
- The future of work and performance

Indicative Bibliography

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

Essential Reads:

Noe, R.A., Hollenbeck, J.R., Gerhart, B. and Wright, P.M. (2024), *Fundamentals of Human Resource Management*. 10th ed. New York: McGraw Hill.

Other indicative reading:

Cooper, R.G. and Sommer, A.F. (2023), 'Value Based Strategy-Reward-Win Portfolio Management for New Products', *IEEE Engineering Management Review*, Vol.51, No.1, pp.1–12. DOI: 10.1109/EMR.2023.3260319.

Meyer, K.E. and Xin, K.R. (2018), 'Managing Talent in Emerging Economy Multinationals: Integrating Strategic Management and Human Resource Management', *International Journal of Human Resource Management*, Vol.29, No.11, pp.1827–1855. DOI: 10.1080/09585192.2017.1336362.

Administrative Information

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