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Refer to guidance notes for completion of each section of the specification.

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| Module Code: | BUS478 |
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| Module Title: | Motivation and Engaging Your Team |
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| Level: | 4 | Credit Value: | 10 |
|---------------|---|----------------------|----|

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| Cost Centre(s): | GDZB | JACS3 code: | N100 |
| | | HECoS code: | 100078 |

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|----------------|-----|-----------------------|----------------|
| Faculty | SLS | Module Leader: | Gaenor Roberts |
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|--|----------------|
| Scheduled learning and teaching hours | 12 hrs |
| Placement tutor support | 0 hrs |
| Supervised learning eg practical classes, workshops | 0 hrs |
| Project supervision (level 6 projects and dissertation modules only) | 0 hrs |
| Total contact hours | 12 hrs |
| Placement / work based learning | 0 hrs |
| Guided independent study | 88 hrs |
| Module duration (total hours) | 100 hrs |

| Programme(s) in which to be offered (not including exit awards) | Core | Option |
|--|--------------------------|-------------------------------------|
| Standalone module Affiliated to BA(Hons) Business for QAA purposes | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

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|-----------------------|
| Pre-requisites |
| None. |

| | |
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| Office use only | |
| Initial approval: 10/08/2020 | Version no: 1 |
| With effect from: 10/08/2020 | |
| Date and details of revision: | Version no: |

Module Aims

This module will introduce students to key motivation theories, and explore the fundamentals of employee engagement and its importance within businesses. The module will also investigate the concept of workplace culture and how rewards and incentives contribute to overall job satisfaction.

Module Learning Outcomes - at the end of this module, students will be able to

- | | |
|---|--|
| 1 | Demonstrate an understanding of motivation theories and their application. |
| 2 | Describe practices to drive employee engagement within a workplace. |
| 3 | Consider and evaluate employee engagement strategies within organisations. |
| 4 | Reflect upon the concept of workplace cultures. |

| Employability Skills The Wrexham Glyndŵr Graduate | I = included in module content A = included in module assessment N/A = not applicable |
|--|--|
| <i>Guidance: complete the matrix to indicate which of the following are included in the module content and/or assessment in alignment with the matrix provided in the programme specification.</i> | |
| CORE ATTRIBUTES | |
| Engaged | I |
| Creative | I |
| Enterprising | I |
| Ethical | I |
| KEY ATTITUDES | |
| Commitment | I |
| Curiosity | I |
| Resilient | I |
| Confidence | I |
| Adaptability | I |
| PRACTICAL SKILLSETS | |
| Digital fluency | I |
| Organisation | I |
| Leadership and team working | I |
| Critical thinking | I |
| Emotional intelligence | I |
| Communication | I |

Derogations

None.

Assessment:

Indicative Assessment Tasks:

Students will be required to complete an online discussion forum on each weekly topic. The forums will enable students to reflect and demonstrate their learning. The expectation for the total word count is 1,000 words.

| Assessment number | Learning Outcomes to be met | Type of assessment | Weighting (%) |
|-------------------|-----------------------------|------------------------|---------------|
| 1 | 1 to 4 | Learning logs/journals | 100 |

Learning and Teaching Strategies:

The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. On-line material will provide the foundation of the learning resources, requiring the students to log-in and engage on a regular basis throughout the four-week period of the module.

There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range of digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to additional support via email, and the chat facilities through Moodle for messaging and responding. The assessment for this module requires a contribution to an online discussion forum for each weekly topic, and feedback will be given to students on the progress of this assessment, via comments on the forum on a weekly basis.

Syllabus outline:

Indicative topics for this module's syllabus include:

- i) Motivation and related theories.
- ii) An introduction to the concept of employee engagement and job satisfaction.
- iii) Evaluating the value of rewards and incentives in motivating and engaging teams
- iv) Understanding workplace culture.

Indicative Bibliography:

Essential reading

Books

Northouse, P. (2015), *Leadership: Theory and Practice*. 8th ed. Los Angeles: Sage.
(available as an e-book on Resourcefinder).

Journals

Students will also be provided with a list of relevant online articles and resources via Resourcefinder for each task which forms part of the assessment.

Other indicative reading

Websites

Chartered Management Institute <http://www.managers.org.uk/>

Business Link www.businesslink.gov.uk

The HR Brand www.hrmagazine.co.uk

Chartered Institute of Personnel and Development (CIPD) www.cipd.co.uk