MODULE DESCRIPTOR

Module Title

Managing People At Work

Reference	BS1052	Version	2
Created	August 2021	SCQF Level	SCQF 7
Approved	July 2019	SCQF Points	30
Amended	August 2021	ECTS Points	15

Aims of Module

The aim of the module is to understand and develop people management skills and the influences these have on organisational success.

Learning Outcomes for Module

On completion of this module, students are expected to be able to:

1	Interpret the key concepts and theories with regard to individual difference and the application of these appropriately to specific situations
2	Interpret the key concepts and theories with regard to group and team behaviour and the application of these appropriately to specific situations
3	Explain the role, legal obligations and contribution of the HR function with regard to employee resourcing and resource planning.
4	Explain the role, legal obligations and contribution of the HR function with regard to talent management and performance.
5	Explain the role, legal obligations and contribution of the HR function with regard to employee relations and reward.
6	Explain how organisational performance can be improved through the effective management of human resources.

Indicative Module Content

The nature of work and the employment relationship, employment practices, role of the HR function, the legal obligations of the function, role of HR in organisational effectiveness, range and potential value of HR interventions. The study of individual differences, the nature of group and team theory, power in organisations and the nature of conflict.

Module Delivery

This module is delivered in supported online distance learning mode using a range of structured learning materials/activities and directed study, facilitated by regular online tutor contact, allowing students to contextualise their learning to their own workplace where appropriate.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	N/A	30
Non-Contact Hours	N/A	270
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	N/A	300
Actual Placement hours for professional, statutory or regulatory body		

ASSESSMENT PLAN

If a major/minor model is used and box is ticked, % weightings below are indicative only.

Component 1

Type:	Coursework	Weighting:	100%	Outcomes Assessed:	1, 2, 3, 4, 5, 6
Description:	Report				

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

Component 1 comprises 100% of the module grade. To pass the module, a D grade is required.

Module Grade	Minimum Requirements to achieve Module Grade:
A	A
B	B
C	C
D	D
E	E
F	F
NS	Non-submission of work by published deadline or non-attendance for examination

Module Requirements

Prerequisites for Module	None.
Corequisites for module	None.
Precluded Modules	None.

INDICATIVE BIBLIOGRAPHY

1	MULLINS, L.J., REES, G. and MULLINS, L.J., 2023. Management and organisational behaviour. Harlow, England: Pearson
2	STREDWICK, J. 2014. *An introduction to human resource management. 3rd ed. London: Routledge.*