

## This Version is No Longer Current

The latest version of this module is available here

MODULE DESCRIPTOR					
Module Title					
People Management					
Reference	BS1204	Version	7		
Created	February 2017	SCQF Level	SCQF 7		
Approved	July 2017	SCQF Points	15		
Amended	July 2017	ECTS Points	7.5		

### **Aims of Module**

The aim of this module is to provide students with an understanding of the influences upon the employment relationship and knowledge of effective people management practices.

### **Learning Outcomes for Module**

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

- Explain the impact of the psychological contract and the concept of commitment on the employment relationship.
- 2 Explain the role and contribution of the HR function at national/international levels.
- 3 Analyse the contribution of specific HR tools to organisational effectiveness.
- Communicate knowledge and understanding of HRM practices utilised in specific industries and organisations.

#### **Indicative Module Content**

The nature of work and the employment relationship; the impact of the psychological contract on the employment relationship; employment practices; the role of the HR function; how HR can contribute to organisational effectiveness; how globalisation has affected HR policies and practices; effective change management techniques; the range of HR interventions and how they can add value.

### **Module Delivery**

This module is a lecture based module supported by tutorials, directed self-study and private study.

Indicative Student Workload	Full Time	Part Time
Contact Hours	50	50
Non-Contact Hours	100	100
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
Actual Placement hours for professional, statutory or regulatory body		

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#### **ASSESSMENT PLAN**

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

### **Component 1**

Type: Coursework Weighting: 40% Outcomes Assessed: 4

Description: Component 1 is a practical and written coursework assignment.

**Component 2** 

Type: Examination Weighting: 60% Outcomes Assessed: 1, 2, 3

Description: Component 2 is an examination.

#### MODULE PERFORMANCE DESCRIPTOR

### **Explanatory Text**

The module is assessed by three components: C1 - Examination - 40% weighting C2 - Coursework - 30% weighting C3 - Coursework - 30% weighting Module Pass Mark = Grade D (40%) Ea

Module Grade	Minimum Requirements to achieve Module Grade:	
Α	At least 70% on weighted aggregate and at least 35% in each component	
В	At least 60% on weighted aggregate and at least 35% in each component	
С	At least 50% on weighted aggregate and at least 35% in each component	
D	At least 40% on weighted aggregate and at least 35% in each component	
E	At least 35% on weighted aggregate	
F	Less than 35% on weighted aggregate	
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

- ARMSTRONG, M. and TAYLOR, S., 2017. *Armstrong's handbook of human resource management practice*. 14th ed. London: Kogan Page.
- 2 CARBERY, R. and CROSS, C., 2013. *Human resource management: a concise introduction.* Hampshire: Palgrave Macmillan.
- FOOT, M., HOOK, C. and JENKINS, A., 2015. *Introducing human resource management*. 7th ed. Harlow: Financial Times Prentice Hall.
- 4 STREDWICK, J., 2014 An Introduction to human resource management. 3rd ed. London: Routledge.