

MODULE DESCRIPTOR

Module Title

People Management			
Reference	BS1204	Version	9
Created	August 2021	SCQF Level	SCQF 7
Approved	July 2019	SCQF Points	15
Amended	August 2021	ECTS Points	7.5

Aims of Module

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:

- 1 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.
- 4 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; the range of HR interventions and how they can add value.

Module Delivery

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

Indicative Student Workload

	Full Time	Part Time
Contact Hours	36	N/A
Non-Contact Hours	114	N/A
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	N/A
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

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: Practical and written coursework assignment.

Component 2

Type: Examination Weighting: 60% Outcomes Assessed: 1, 2, 3
 Description: Closed book examination.

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

The calculation of the overall grade for this module is based on 40% weighting of C1- Coursework and 60% weighting of C2-examination components. An overall minimum grade D is required to pass the module.

		Coursework:						
		A	B	C	D	E	F	NS
Examination:	A	A	A	B	B	C	E	
	B	B	B	B	C	C	E	
	C	B	C	C	C	D	E	
	D	C	C	D	D	D	E	
	E	C	D	D	E	E	E	
	F	E	E	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 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.
- 3 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.