

## 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:						NS
		A	B	C	D	E	F	
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.