

## MODULE DESCRIPTOR

### Module Title

Leading, Managing And Developing People

Reference	BSM159	Version	5
Created	January 2019	SCQF Level	SCQF 11
Approved	November 2018	SCQF Points	15
Amended	August 2021	ECTS Points	7.5

### Aims of Module

The aim of this module is to provide students with an understanding of various influences upon HRM and HRD practices and organisational issues in effectively managing, leading and developing people.

### Learning Outcomes for Module

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

- 1 Review and critically evaluate major contemporary research and debates in the fields of human resource management (HRM) and human resource development (HRD).
- 2 Critically discuss and assess the aims, objectives and contribution of the HRM and HRD functions and evaluate how a professional and ethical approach to these can be promoted in organisations.
- 3 Debate and critically evaluate the characteristics of effective leadership and the methods used to develop leaders in organisations.
- 4 Analyse the contribution of the HR professional in the promotion of flexible working and effective change management in organisations.
- 5 Evaluate major theories relating to motivation, commitment and engagement at work and how these are put into practice by organisations.

### Indicative Module Content

Organisational and job design; leadership; flexibility and change management; engagement, commitment, motivation and performance; stress management; power, politics and conflicts; professionalism and ethics.

### Module Delivery

This module is delivered via a series of interactive lectures and supported by student-led case study workshops, together with directed self-study and private study. Online students will have access to a range of materials and tools to facilitate their learning, including topic guides, online chats, exercises, group-work areas and discussion fora.

**Indicative Student Workload**

	Full Time	Part Time
Contact Hours	36	36
Non-Contact Hours	114	114
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
<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: Examination Weighting: 100% Outcomes Assessed: 1, 2, 3, 4, 5

Description: Closed-book examination based on a pre-seen case study.

**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 BUCHANAN, D.A. and HUCZYNSKI, A.A., 2017. *Organisational behaviour*. 9th ed. London: Pearson.
- 2 PRICE, A., 2011. *Human Resource Management*. 4th ed. Andover: Cengage. *ebook*
- 3 MARCHINGTON, M. and WILKINSON, A., 2016. *Human resource management at work*. 6th ed. CIPD Kogan Page.