

MODULE DESCRIPTOR

Module Title

Management Practice and Reflective Learning

| | | | |
|-----------|------------|-------------|--------|
| Reference | CB3357 | Version | 2 |
| Created | March 2024 | SCQF Level | SCQF 9 |
| Approved | June 2018 | SCQF Points | 15 |
| Amended | April 2024 | ECTS Points | 7.5 |

Aims of Module

To provide the student with an understanding of management and leadership concepts, theories, and practices. The student will develop the skills required to adopt a reflective approach to their own experiences and apply these to a management practice context; identifying personal strengths, weaknesses and development opportunities, in preparation for the management of a sustainable workforce.

Learning Outcomes for Module

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

- 1 Appraise management and leadership theories and trends in the context of an appropriate industry.
- 2 Identify and discuss the issues faced by the industry in relation to managing a sustainable workforce.
- 3 Critically review and evaluate personal strengths and self-development opportunities as future managers within their chosen industry role.

Indicative Module Content

Management and leadership theories, organisational culture, employee and customer perspectives, sustainable human resource management, personality, interaction and communication styles, reflective learning, self-awareness, and self-development for management practice. This module aligns with a number of United Nations Sustainable Development Goals (UNSDG). Good Health and Wellbeing (UNSDG 3) and Reduced Inequalities (UNSDG 10) - a focus on the sustainable management of human resources and the management of health and wellbeing in the workplace. Decent Work and Economic Growth (UNSDG 8) - Integration of management and leadership approaches to the development of quality assurance for sustainable organisations. Partnership for the Goals (UNSDG 17) - in the context of signposting to and discussing available supporting organisations who work with businesses in the areas of good health and wellbeing, decent work and economic growth, and industry innovation. The module also engages students with UNESCO's Education for Sustainable Development Competencies (ESDC) including Collaboration, Critical Thinking, and Systems Thinking in terms of learning from and relating to others, the ability to question practices and opinions, reflect on one own's values, and deal with uncertainty within complex organisational systems. The Normative competency is developed in the exploration of the intricacies of the underlying causes of certain actions and behaviours in the workplace. Self-awareness is a key ESD that underpins this module through the emphasis on and development of the individual's responsibility to continually self-evaluate and develop to support a sustainable and healthy organisational culture.

Module Delivery

Core concepts are delivered through lectures, tutorials, individual exploratory activities, and group participation.

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: | 100% | Outcomes Assessed: | 1, 2, 3 |
| Description: | Individual Portfolio Assessment | | | | |

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

The calculation of the overall grade for this module is based on 100% weighting of C1. An overall minimum grade D is required to pass the module.

| Module Grade | Minimum Requirements to achieve Module Grade: |
|--------------|--|
| A | The student needs to achieve an A in C1. |
| B | The student needs to achieve a B in C1. |
| C | The student needs to achieve a C in C1. |
| D | The student needs to achieve a D in C1. |
| E | The student needs to achieve an E in C1. |
| F | The student needs to achieve an F in C1. |
| NS | Non-submission of work by published deadline or non-attendance for examination |

Module Requirements

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

INDICATIVE BIBLIOGRAPHY

- 1 MOON, J.A., 2004. *A handbook of reflective and experiential learning: theory and practice*. London: Routledge Falmer. *ebook*
- 2 TORRINGTON, D., HALL, L. & TAYLOR, S., 2017. *Human Resource Management*. 8th ed. Essex: Pearson Education.