Module Descriptor

Title	People Management Practice 1		
Session	2026/27	**Status**	Existing
Code	HURM07003	**SCQF Level**	8
Credit Points	20	**ECTS (European Credit Transfer Scheme)**	10
School	Business and Creative Industries		
Module Co-ordinator	Dr Sahar Siami		

Summary of Module

This module is part of the People Management work-based learning *'spine'*, enabling students to further develop their professional experience through the incorporation of relevant and contemporary academic theory.

As a first year module, it starts students off by exploring foundational considerations in relation to their work practices. The module allows students to explore relevant topical areas covered in term 1 and 2 in an organisational context, through the development of a practical project. These areas may include the following:

- ✓ The role of people management in organisations;
- ✓ The contribution of people management on performance and change;
- ✓ The impact of the external environment on people management;
- ✓ The strategic nature of people management in organisations.

Support in the development and execution of the project will be provided by the People Management Practice Mentor. The student is required to utilise various academic, technical, practical and transferable skills learned through their academic programme of study.

Students will also be enabled to further develop their skills as reflective practitioners, with a primary focus on a more generic idea of professionalism in People Management. This is also supported by the module assessments which focus on both the notion of people management in practice and a reflective piece of written work.

Module Delivery Method	**On-Campus**	**Hybrid**	**Online**	**Work -Based Learning**
				x

Campuses for Module Delivery	Ayr Dumfries		Lanarkshire London Paisley		Online / Distance Learning Other (specify)	
Terms for Module Delivery	Term 1		Term 2		Term 3	
Long-thin Delivery over more than one Term	Term 1 – Term 2		Term 2 – Term 3	x	Term 3 – Term 1	

Learning Outcomes	
L1	Develop a theoretical understanding of a relevant people management context;
L2	Demonstrate the ability to identify and evaluate a people management issues in the workplace;
L3	Establish a fundamental understanding of reflection and professionalism in people management;
L4	Demonstrate the ability to reflect on academic and professional practice.
L5	

Employability Skills and Personal Development Planning (PDP) Skills	
SCQF Headings	**During completion of this module, there will be an opportunity to achieve core skills in:**
Knowledge and Understanding (K and U)	Demonstrate an overall appreciation of the body of knowledge surrounding business and people management. Develop fundamental knowledge that is embedded in the main theories, concepts and principles of business and people management. Show an awareness of the dynamic nature of knowledge and understanding. Demonstrate an understanding of the difference between explanations based on evidence and/or research and other sources, and of the importance of this difference.

Practice: Applied Knowledge and Understanding	Use some foundational and routine professional skills, techniques, practices and/or materials associated within business and people management. Demonstrate an understanding of the application of theoretical concepts within a practical and organisational context.
Generic Cognitive skills	Present and evaluate arguments, information and ideas that are routine to business and people management issues. Use a range of approaches to address defined arguments in both routine and non-routine problems and issues within familiar contexts.
Communication, ICT and Numeracy Skills	Convey complex ideas in well-structured and coherent form. Use a range of forms of communication effectively in both familiar and unfamiliar contexts. Select and use standard ICT applications to process and obtain a variety of information and data. Use a range of numerical and graphical skills in combination to measure progress and achieve goals/targets.
Autonomy, Accountability and Working with Others	Exercise some initiative and independence in carrying out defined activities at a professional level in people management practice. Accept supervision in less familiar areas of work. Take account of own and others' roles and responsibilities when carrying out and evaluating tasks. Work, under guidance, with others to acquire an understanding of current professional people management practices.

Prerequisites	**Module Code**	**Module Title**
	Other Students must be enrolled on the BA(Hons) People Management	
Co-requisites	**Module Code**	**Module Title**

Learning and Teaching

In line with UWS' Curriculum Framework, providing a engaging and active, student-centred and inclusive approach to learning and teaching, the module has been designed around the delivery of engaging, activity- and discussion-based workshops, nurtured by meaningful online support, including drop-in sessions, short videos, reading materials, quizzes, etc. This approach creates more flexibility for students, while also enhancing deeper learning through engagement with peers and teaching staff, both online and in the classroom.

Students and their employers are supported through a collaborative approach, enabling the transfer of learning between the degree and practice. This will be achieved through the implementation of People Management Practice Mentoring which will support students in identifying suitable projects and guide them through the evaluation and implementation of such.

This is further fostered by the assessment approach, enabling students to develop both academic and employability-focused knowledge and skills within people management — all aligned to the overarching purpose and aims of the programme.

In line with current learning and teaching principles, a 20-credit module includes 200 learning hours, normally including a minimum of 36 contact hours and maximum of 48 contact hours.

Learning Activities During completion of this module, the learning activities undertaken to achieve the module learning outcomes are stated below:	**Student Learning Hours** (Note: Learning hours include both contact hours and hours spent on other learning activities)
Laboratory/Practical Demonstration/Workshop	**6**
Practice Based Learning	**294**
Independent Study	**80**
Personal Development Plan	**20**
TOTAL	400

Indicative Resources

The following materials form essential underpinning for the module content and ultimately for the learning outcomes:

Watson, G. and Reissner, S, (2023), "Developing Skills for Business Leadership: Building Personal Effectiveness and Business Acumen", 3rd Edition, CIPD — KoganPage, London

Taylor, S. and Woodhams, C., (2016), "Studying Human Resource Management", CIPD — KoganPage, London

Details of further resources, including textbooks, journals and online resources will be identified at the beginning of delivery in the module handbook and made available via the VLE.

(N.B. Although reading lists should include current publications, students are advised (particularly for material marked with an asterisk*) to wait until the start of session for confirmation of the most up-to-date material)

Attendance and Engagement Requirements

In line with the Student Attendance and Engagement Procedure, Students are academically engaged if they are regularly attending and participating in timetabled on-campus and online teaching sessions, asynchronous online learning activities, course-related learning resources, and complete assessments and submit these on time.

For the purposes of this module, academic engagement equates to the following:

In line with the Academic Engagement and Attendance Procedure, Students are defined as academically engaged if they are regularly engaged with timetabled teaching sessions, course-related learning resources including those in the Library and on Moodle, and complete assessments and submit these on time. Please refer to the Academic Engagement and Attendance Procedure at the following link: Academic engagement and attendance procedure

Equality and Diversity

The University's Equality, Diversity and Human Rights Procedure can be accessed at the following link: UWS Equality, Diversity and Human Rights Code.

(N.B. Every effort will be made by the University to accommodate any equality and diversity issues brought to the attention of the School)

Supplemental Information

Divisional Programme Board	Management, Organisations and People
Overall Assessment Results	**Graded**

Module Eligible for Compensation	**Yes** **If this module is eligible for compensation, there may be cases where compensation is not permitted due to programme accreditation requirements. Please check the associated programme specification for details.**
School Assessment Board	Management, Organisations and People
Moderator	Dr Eleni Tzouranami
External Examiner	Nigel Brown
Accreditation Details	The module is accredited by the Chartered Institute of Personnel and Development (CIPD)
Module Appears in CPD catalogue	**No**
Changes / Version Number	1

Assessment (also refer to Assessment Outcomes Grids below)
Assessment 1
50% of the overall module assessment will be accounted for by an individual written report
Assessment 2
50% of the overall module assessment will be accounted for by a reflective portfolio
Assessment 3
N/A
(N.B. (i) Assessment Outcomes Grids for the module (one for each component) can be found below which clearly demonstrate how the learning outcomes of the module will be assessed. (ii) An indicative schedule listing approximate times within the academic calendar when assessment is likely to feature will be provided within the Student Module Handbook.)

Component 1							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**

Review/ Article/ Critique/ Paper	x	x				50	0

Component 2							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
Portfolio of written work			x	x		50	0

Component 3							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
n/a							
Combined total for all components						100%	0 hours

Change Control

What	**When**	**Who**