Module Descriptor

Title	People Management Practice 4		
Session	2026/27	**Status**	Existing
Code	HURM10010	**SCQF Level**	10
Credit Points	40	**ECTS (European Credit Transfer Scheme)**	20
School	Business & Creative Industries		
Module Co-ordinator	S Hofmann		

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.

The module allows students to explore relevant topical areas covered throughout their studies in an organisational context, through the development of a research-based management report, where students will conduct their research, exploring a contemporary issue in People Management in depth.

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 be required to demonstrate advanced skills as reflective practitioners, supported by a meaningful alignment of their reflective practice to the CIPD Profession Map (Associate Level), focusing on the following key areas:

- Core knowledge: People Practice; Culture and Behaviour; Business Acumen; Analytics and Creating Value; Digital Working; and Change.
- Core behaviour: Ethical Practice; Professional Courage and Influence; Valuing People; Working Inclusively; Passion for Learning; Insights Focused; Situational decision-making; Commercial Drive.

This is also supported by the module assessments which focus on both the notion of people management in practice — where students will partake in a viva voce — and a research-based management report with a reflective element.

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

Campuses for Module Delivery			
	Ayr Dumfries	Lanarkshire London Paisley x	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	Demonstrate the ability to identify, critically and systematically evaluate a people management issues in the workplace
L2	Evidence the ability to devise and carry out people management research through the critical utilisation of both primary and secondary data and sources
L3	Exhibit advanced skills in presenting and organising your findings through a structure of sustained and critical argument in a well organised output (report and viva)
L4	Demonstrate the ability to reflect on professional practice and specialist knowledge in line with the CIPD Profession Map.
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)	Evidence a critical understanding of the principal areas, features, boundaries, terminology and conventions of people management. Demonstrate detailed knowledge and understanding in one or more specialisms, some of which is informed by, or at the forefront of people management.

	Demonstrate knowledge and a critical understanding of the ways in which people management is developed, including a range of established techniques of enquiry or research methodologies.
Practice: Applied Knowledge and Understanding	Use a wide range of the principal professional skills, techniques, practices and/or materials associated with people management in organisations at advanced level. Use various skills, techniques and practices and/or materials that are specialised, advanced and/or at the forefront of people management in organisations. Execute a defined people management project of research, development or investigation and in identifying and implementing relevant outcomes. Practice in a range of professional level contexts that include a degree of unpredictability and/or specialism within the people management arena.
Generic Cognitive skills	Critically identify, define, conceptualise and analyse complex/professional problems and issues in people management. Offer professional insights, interpretations and solutions to problems and issues the people management arena. Critically review and consolidate knowledge, skills, practices and thinking in people management, and make judgements where data/information is limited or comes from a range of sources.
Communication, ICT and Numeracy Skills	Use a wide range of routine skills and some advanced and specialised skills in support of established practices in people management for example: Present or convey, formally and informally, information about specialised topics to informed audiences. Communicate with peers, senior colleagues and specialists on a professional level. Use a range of ICT applications to support and enhance work at this level and adjust features to suit purpose. Interpret, use and evaluate a wide range of numerical and graphical data to set and achieve goals/targets.

Autonomy, Accountability and Working with Others	Exercise autonomy and initiative in professional activities in managing a people management project. Exercise significant managerial responsibility for the work of others and for a range of resources. Practice in ways that show awareness of own and others roles and responsibilities. Work, under guidance, in a peer relationship with specialised practitioners. Work with others to bring about change, development and/or new thinking within people management. Manage complex ethical and professional issues in accordance with current professional and/or ethical codes or 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.	
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 Wilson, J., (2014), Essentials of Business Research - A Guide to Doing Your Research Project", 2nd Edition, Sage Publications Ltd. Anderson, V., (2019), Research Methods in Human Resource Management: Investigating a Business Issue", 4th Edition, CIPD - Kogan Page 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:** Students are academically engaged if they are regularly attending the on-campus lectures/tutorials/workshop. Also, they need to engage with the AULA site regularly to access to the teaching materials and complete assessments and submit these on time. Students should also reference the BCI Guidance on Implementation of the Revised Student Attendance and Engagement Procedure which details the School attendance and engagement requirements and how this will be monitored for attendance

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. To meet the diverse needs of our student body, we are dedicated to adapting learning experiences where required. This personalised one-to-one approach ensures that all students can succeed, regardless of their background or circumstances. By embracing and promoting these principles, we aim to cultivate a learning community where everyone feels valued, supported, and empowered to achieve their full potential.
(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	**No** **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	TBC
External Examiner	N 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	

Assessment (also refer to Assessment Outcomes Grids below)
Assessment 1
70% of the overall module assessment will be accounted for by an individual written management report with a reflective element.

Assessment 2
30% of the overall module assessment will be accounted for by a viva voce
Assessment 3
(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**
Presentation	x	x	x	x		70	3

Component 2							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
Clinical/ Fieldwork/ Practical skills assessment/ Debate/ Interview/ Viva voce/ Oral	x	x	x			30	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%	3 hours

Change Control

What	When	Who
No changes	04/2025	Dr. Silvio Hofmann