

Module Descriptor 2024/25

Title of Module: Introducing People Management			
Code: HURM07001	SCQF Level: 7 (Scottish Credit and Qualifications Framework)	Credit Points: 20	ECTS: 10 (European Credit Transfer Scheme)
School:	School of Business Creative Industries		
Module Co-ordinator:	Aleksandra Webb		

Summary of Module
<p>People are valuable assets of any successful organisation. This module aims to provide a broad overview of the foundations of people management known as the human resource management (HRM). HRM has developed as an area of applied academic knowledge to better understand work and work behaviours, and to effectively manage workforce (or HR - human resources) in line with organizational strategies. HRM knowledge helps to inform people management practice by designing effective processes and policies at work and making responsible employment-related decisions spanning across organizational areas such as:</p> <ul style="list-style-type: none"> ✓ workforce planning, recruitment and selection of employees ✓ motivation, engagement and development of employees ✓ retention of individuals and high-performance teams ✓ management of performance and employee relations. <p>All those areas of functional HRM help organisations to fulfill their strategic vision and performance targets. Focusing on the human aspects is inevitable in shaping optimal work environments, relationships and behaviors across all different profiles of organisations (for example, private/public, voluntary/charitable, large/small, local/international). In examining HRM students will gain understanding and develop knowledge about interconnected activities performed by HR practitioners. Finally, aspects related to the impact of the external environment, the changes in the world of work, workforce diversity and the role of HRM in organisational change will also feature in this module. In addition, students will gain vital academic skills, particularly focused on the conduct of basic academic desk-research, including selection, analysis and critique of academic literature.</p>

Module Delivery Method		
Face-To-Face	Blended	Fully Online
✓	✓	
<p>Face-To-Face Term used to describe the traditional classroom environment where the students and the lecturer meet synchronously in the same room for the whole provision.</p> <p>Fully Online Instruction that is solely delivered by web-based or internet-based technologies. This term is used to describe the previously used terms distance learning and e learning.</p> <p>Blended A mode of delivery of a module or a programme that involves online and face-to-face delivery of learning, teaching and assessment activities, student support and feedback. A programme may be considered "blended" if it includes a combination of face-to-face, online and blended modules. If an online programme has any compulsory face-to-face and campus elements it must be described as blended with clearly articulated delivery information to manage student expectations</p>		

Campus(es) for Module Delivery

The module will **normally** be offered on the following campuses / or by Distance Learning (D/L) (ie. Virtual Campus): (Provided viable student numbers permit)

Paisley:	Ayr:	Dumfries:	Hamilton:	D/L Virtual Campus:	Other:
✓			✓		

Course Reference Numbers (CRNs) (if known)

Paisley:	Ayr:	Dumfries:	Hamilton:	D/L Virtual Campus:	Other:
TBC			TBC		

Trimester(s) for Module Delivery

(Provided viable student numbers permit).

Trimester 1	Trimester 2	Trimester 3
✓		

Learning Outcomes: (maximum of 5 statements)

At the end of this module the student will be able to:

- L1. Develop awareness for strategic importance of people management in the contemporary workplace.
- L2. Describe the main functions of Human Resource Management.
- L3. Characterise and connect different HRM activities and their role in organisational performance.
- L4. Develop foundational academic skills and capabilities of responsible learner.

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)	SCQF Level 7 Developing awareness and understanding of the foundations and operational functions of HRM in changing work contexts.
Practice: Applied Knowledge and Understanding	SCQF Level 7 Using frameworks and techniques to describe and explain real-life work situations nationally and globally.
Generic Cognitive skills	SCQF Level 7 The ability to present and assess arguments about different approaches to HRM foundations and operational functions.

Communication, ICT and Numeracy Skills	SCQF Level 7 Use of relevant information technology applications to produce and present documents in an appropriate form and to communicate with peers in group exercises and lead on student led classes. Use the digital library to search for resources.
Autonomy, Accountability and Working with others	SCQF Level 7 Use initiative and discretion in the production of work both individually and collectively within classes. Self-manage own learning and manage time effectively. Develop a practice of reflecting upon own learning and learning needs.

Pre-requisites:	Before undertaking this module the student should have undertaken the following:	
	Module Code: —	Module Title: —
	Other: —	
Co-requisites:	Module Code: —	Module Title: —

* Indicates that module descriptor is not published.

Learning and Teaching	
<p>The learning and teaching activities developed for the module were crafted in accordance with the UWS Education Enabling plan in terms of providing variety in learning and assessment practice and engaging students in learning practices.</p> <p>The formative and summative learning and teaching activities and assessment instruments are adopted with the aim of providing learners with the opportunity to manage partnerships with fellow students in informal group activities and to develop individual independence in the coursework essay.</p> <p>The instruments of assessment are combined to provide learners with externally facing workplace relevant knowledge that is enhanced by a commitment to scholarly practice that enriches competence and resilience.</p> <p>Students will gain core knowledge and skills during the interactive face-to-face lectures and tutorials. They will provide opportunities for students to apply learning to practice and assist with the assessment preparation.</p>	
Learning Activities During completion of this module, the learning activities undertaken to achieve the module learning outcomes are stated below:	Student Learning Hours (Normally totalling 200 hours): (Note: Learning hours include both contact hours and hours spent on other learning activities)
Lecture/Core Content Delivery	24
Tutorial/Synchronous Support Activity	12
Independent Study	164
	200 Hours Total

**Indicative Resources: (eg. Core text, journals, internet access)
<p>The following materials form essential underpinning for the module content and ultimately for the learning outcomes:</p> <p>Leatherbarrow, C. and Fletcher, J., (2018), "Introduction to Human Resource Management: A Guide to HR in Practice", (4th edition), CIPD - Kogan Page, London</p> <p>Details of further resources, including textbooks, journals and online resources will be identified at the beginning of each delivery in the module handbook and made available via Aula/myUWS.</p>

(**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 Requirements

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](#)

Programme Board (Previously Subject Development Group (SDG)/LTC)	Management, Organisations and People
Assessment Results (Pass/Fail)	No
Subject Panel	Management, Organisations and People
Moderator	Shuai Zhang
External Examiner	Shirley Barrett
Accreditation Details	—
Changes/Version Number	1

Assessment: (also refer to Assessment Outcomes Grids at end of document)

50% of the overall marks will be accounted for by a practical, problem-oriented assessment (assessment centre/in-tray).

50% a literature review with a portfolio of outputs typical in desk-research academic practice (report format).

(N.B. (i) **Assessment Outcomes Grids** for the module (one for each main assessment category) can be found at the end of this descriptor 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 Handbook.)

Assessment Outcome Grids (Footnote A.)

Assessment Category 1						
Assessment Type (Footnote B.)	Learning Outcome (1)	Learning Outcome (2)	Learning Outcome (3)	Learning Outcome (4)	Weighting (%) of Assessment Element	Timetabled Contact Hours
Clinical/ Fieldwork/ Practical skills assessment/ Debate/ Interview/ Viva voce/ Oral		✓	✓		50	2
Assessment Category 2						

Assessment Type (Footnote B.)	Learning Outcome (1)	Learning Outcome (2)	Learning Outcome (3)	Learning Outcome (4)	Weighting (%) of Assessment Element	Timetabled Contact Hours
Portfolio of written work	✓	✓	✓	✓	50	0
Combined Total For All Assignment Categories					100	2

Footnotes:

A. Referred to within Assessment Section above

B. Identified in the Learning Outcome Section above

Note(s):

More than one assessment method can be used to assess individual learning outcomes.

Schools are responsible for determining student contact hours. Please refer to University Policy on contact hours (extract contained within section 10 of the Module Descriptor guidance note).

This will normally be variable across Schools, dependent on Programmes &/or Professional requirements.

Equality and Diversity

The Equality, Diversity and Human Rights policy underpins student engagement. We aim to make UWS a fair and equal place to study an institution which addresses specific issues covering all aspects of equality, diversity and human rights. Where required module assessment will be adapted to meet student requirements.

[UWS Equality and Diversity Policy](#)

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