

Module Title	People and Organisations
Level	4
Reference No. (showing level)	New module
Credit Value	20 Credits
Student Study Hours	Contact hours: 60 Student managed learning hours: 140 Total: 200
Pre-requisite learning	None
Co-requisites	None
Excluded combinations	None
Module co-ordinator	Fiona Wheeler
School/Division	School of Business, Division of Management, Marketing and People
Short Description	The module will give students an appreciation of the complexities of understanding people and behaviour within organizations. The module is incorporated with theories of organisational behaviour and people management practices and students will develop an understanding of how and why individuals behave in specific ways in the workplace.
Aims	To provide an overview of organisational behaviour, and culture, providing students with the knowledge, skills and understanding of people management practices to support organisational objectives.
Learning Outcomes	<p>On completion of the module students will be able to:</p> <p>Knowledge and understanding</p> <p>A1: Describe and begin to evaluate models of individual and group behaviour within organizations;</p> <p>A2: Describe in detail how ethical people management activities support the achievement of business goals;</p> <p>A3: Define the various types of cultures in a business organisation;</p> <p>A4: Have an awareness of the external environment and how this affects people management processes in organisations.</p> <p>Intellectual skills</p> <p>B1: Identify the main theories that impact on behaviour in an organisational environment;</p> <p>B2: Examine and comment on a variety of contemporary issues in the management of people within organizations.</p> <p>Practical skills</p> <p>C1: Undertake a recruitment and selection interview as both interviewee and interviewer;</p> <p>C2: Give supportive feedback to their peers on their performance following the skills assessment;</p> <p>C3: Perform simple reflections on activities.</p> <p>Transferable skills</p> <p>D1: Communicating and working effectively and ethically within a team environment and negotiating outcomes.</p>

Employability	<p>This module will contribute to a student’s employability by developing both general and specific skills that are relevant to the workplace including:</p> <p>Specific An understanding of key elements of the employment relationship and workplace dynamics.</p> <p>Core knowledge of organizational behaviour issues that can be applied across a wide range of contexts, as a manager, a colleague and an employee.</p> <p>General Interpersonal skills in an area of presentation, group discussion and teamwork. Personal skills in self-management, self-managed learning and decision-making.</p> <p>Interpersonal skills in listening, comprehension and understanding, and in sensitivity to the needs and contributions of others in a diverse working environment.</p>
Teaching and learning pattern	<p>Classroom based learning which is supported by the use of VLE such as DVD clips, case study information, group activities and reference to the CIPD, ACAS and other best practice. Seminars will include practical examples, case studies and opportunities for hands on experience when preparing for the recruitment and selection interviews. Completion of a PDP as commended in your Professional Competencies module.</p>
Indicative content	<ul style="list-style-type: none"> • New working practices and the future of work • How people management differs in different sizes of businesses • Understanding difference • Personality and Perception • Equality and diversity • Organisational and national cultures • Recruitment and selection • Contract of employment • Motivation and reward • Learning, development and reflective practice • Managing Individual performance • Ethical practice
Assessment Elements & weightings	<p>Formative Assessment:</p> <ul style="list-style-type: none"> • In-class questioning and testing during the lecture. • Evaluation of subject knowledge and understanding, as well as analytical and problem-solving skills, through seminar questions and self-evaluation at the end of each seminar. • Encouraging students to act as learning resources for one another. <p>Summative Assessment: <i>This module will be 100% Coursework assessed. This will consist of two assessments as follows:</i></p> <p>Individual coursework (70%) Reflection on the process of preparing and delivering the recruitment and selection group assignment. Students will be expected to draw on relevant material from the module to support their discussion and reflection. Word count</p>

	<p>2,000 words maximum.</p> <p>Coursework Group (30%) Group activity involving preparation for a selection interview and carrying out the selection process as a panel. The panels will include up to 3 interviewers, 1 candidate and 2 observers for each of the sessions. The interview will last no longer than 15 minutes.</p>
<p>Indicative Sources (Reading lists)</p>	<p>Core Reading:</p> <p>Leatherbarrow, C. and Fletcher, J.(2010) <i>Introduction to Human Resource Management – A Guide to HR in Practice</i> by Charles and Janet Fletcher (3rd ed.) London : CIPD</p> <p>Mullins, L.(2013) <i>Management and Organisational Behaviour</i> (10th ed.), Harlow Pearson Education (available in e-format)</p> <p>Additional Reading:</p> <p>Dessler, G. (2014) <i>Fundamentals of Human Resource Management</i> Harlow : Pearson (available in e-format)</p> <p>Martin, M, Whiting F, Jackson T., (2013) <i>Human Resource Practice</i> 6th edition London : CIPD</p>