



University of Wales
Trinity Saint David
BIRMINGHAM

LCBB5004 Managing People January 2022

UNIVERSITY OF WALES: TRINITY SAINT DAVID
PRIFYSGOL CYMRU: Y DRINDOD DEWI SANT

School of Business

Birmingham Learning Centre

Managing People – LCBB5004

Module Handbook Winter Term 2022

Lecturer:

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MODULE CODE: LCBB5004 TITLE: Managing People

DATED: 13/06/2018

LEVEL: 5 CREDITS: 20

JACS CODE: N600

AIM(S)

- To develop the student's knowledge and understanding of the strategic approaches organisations take to attract, develop, and retain key talent, in a way which supports the sustainability of an organisation. This module will also explore strategies and methods used by employers to create an advantage over their competitors, through the effective management of Human Resources.

LEARNING OUTCOMES

Upon the successful completion of this module, the student should be able to:

- demonstrate a critical understanding of the business environment within which personnel professionals work, and analyse how the management of resourcing an organisation is influenced by internal and external factors;
- evaluate theoretical and real life approaches used by organisations to attract, engage, deploy, and retain people, in a manner which encourages high performance from individuals, in pursuit of organisation objectives and sustainable competitive advantage.

INDICATIVE CONTENT

- The role of the Human Resources function within varying sectors, and within small, medium, and large enterprises.
- The changing nature of internal and external environments, and how these changes influence Human Resource Strategy.
- Approaches which organisations take to securing (attracting, selecting, developing, and retaining) appropriate skills which will drive sustained organisation performance.
- The role of learning and development within an organisational context.
- Strategies which organisations use to develop key talent in order to create sustainable competitive advantage through people.

- Processes of engaging employees in order to bring about high performance in the workplace; approaches to managing under-performance.
- Ethics and professionalism; commitment to equality of opportunity; managing diversity.

LEARNING AND TEACHING STRATEGY

The study time for the module is divided as follows:

Activity type	Hours	Percentage
Scheduled learning	50	25%
Independent learning	150	75%
Placement learning	0	0%
TOTAL	200	100%

ASSESSMENT

Assessment Component 1 (Tick one)

☐ Written exam ☐ Coursework ☒ Practical

Mode of assessment	Volume	Weighting
Individual Presentation	15 minutes	50%

Assessment Component 2 (Tick one)

☐ Written exam ☒ Coursework ☐ Practical

Mode of assessment	Volume	Weighting
Essay	2000 words	50%

Assessment Summary

Activity type	Percentage
Written exam	0%
Coursework	50%
Practical	50%
TOTAL	100%

READING LIST

Module Code	LCBB5004	
Module Title	Managing People	
Classification	Reading List entry	Electronic*
Essential	Armstrong, M., Taylor, S., (2017) Armstrong's Handbook of Human Resource Management Practice, 14 th Edition, Kogan Page	☐
Essential	Torrington, D., Hall, L., Taylor, S., Atkinson, C., (2014) Human Resource Management 9th Edition, Pearson	☐
Essential	TAYLOR, S. (2010) Resourcing and talent management. 5th ed. London: Chartered Institute of Personnel and Development.	☐
Further	MARCHINGTON, M., WILKINSON, A. (2012) Human resource management at work. 5th ed. London: Chartered Institute of Personnel and Development	☐
Further	PILBEAM, S., CORBRIDGE, M. (2010) People resourcing and talent planning: HRM in practice. 4 th ed. Harlow: Financial Times/Prentice Hall	☐
Further	TAYLOR, S., WOODHAMS, C. (2012) Managing People and Organisations. London: Chartered Institute of Personnel and Development.	☐