



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

School of Business

London Campus

Managing People
LCMB7011

MODULE CODE:	LCMB7011
TITLE:	Managing People
DATED:	13/06/2018
LEVEL:	7
CREDITS:	20
JACS CODE:	N600

AIM(S)

To develop a critical and analytical understanding of the complexity of the Human Resource in the context of the distinctive set of integrated employment policies, programmes and practices used in the workplace to improve employee capability and commitment and to achieve sustainable competitive advantage or superior public services.

LEARNING OUTCOMES

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

- identify and critically appraise the Human Resource Management role in employee recruitment, development and engagement in a competitive and international context;
- develop a critical appreciation of the issues involved in managing a complex and diverse workforce for both organisational success and workforce wellbeing.

INDICATIVE CONTENT

- HRM strategies, planning and approaches to the labour markets including recruitment, retention, turnover and dismissal.
- HRD strategies and approaches to employee development and diversity management.
- Managing Workforce Diversity – international, cultural, legislative and development aspects and the impact of HR practices and policies.
- Communication and Consultation, especially in relation to Employee Engagement, Employment Contracts and Employee Relations.
- Developing proactive HRM strategies to sustainable Health, Safety, Environmental and Wellness issues and risks.
- HRM and the contribution to continuous improvement and the quality gain.
- International, Environmental, Ethical and Sustainability issues.

LEARNING AND TEACHING STRATEGY

The study time for the module is divided as follows:

Activity type	Hours	Percentage
Scheduled learning	40	20
Independent learning	160	80
Placement learning		
TOTAL	200	100%

ASSESSMENT**Assessment Component 1 - Coursework**

Mode of assessment	Volume	Weighting
Essay	One 5000 words	100%

Assessment Summary

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

READING LIST

Module Code	LCMB7011	
Module Title	Managing People	
Classification	Reading List entry	Electronic*
Essential	Armstrong M. (2012) Armstrong's Handbook of Human Resource Management Practice 12th Ed. Kogan Page.	☒
Essential	Scullion H and Collings D G - Editors (2011) Global Talent Management Routledge	
Further	Bratton J and Gold J (2012) Human Resource Management Theory and Practice 5th Ed Palgrave.	☒
Further	Beardwell, I. and Holden, L. (2007) Human Resource Management: A Contemporary Approach, Harlow: FT Prentice Hall.	☐
Further	Gordon, J. (2006) Pfeiffer's classic Activities for Diversity Training, London: John Wiley and Sons Ltd.	☒
Further	Greenhaus et alia (2010) Career Management 4th Ed. Sage.	☒