



PRIFYSGOL CYMRU
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UNIVERSITY OF WALES
Trinity Saint David
SWANSEA - ABERTAWE

School of Business, Finance and Management
Ysgol Busnes, Cyllid a Rheolaeth

FACULTY OF BUSINESS AND MANAGEMENT
CYFADRAN BUSNES A RHEOLAETH

MANAGING PEOPLE

M5X00856

LEVEL 5

2018-2019
Semester 1.

MODULE CODE: M5X00856
TITLE: Managing People

DATED: October 2017
LEVEL: 5
CREDITS: 20

JACS CODE: N600

AIM(S):

To develop 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 will be able to:

1. 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.
2. 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 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 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:

- Weekly workshops will serve to provide students with an understanding of key theory and underlying principles relating to the HR topic being studied.

- Throughout the module, students will be required to engage in extended learning activities, e.g. desk top research, which will provide them the requisite knowledge, understanding and critical awareness that will enable them to be successful in this module.
- The adopted learning and teaching strategy seeks to equip students with skills, knowledge and understanding which will make them an attractive proposition for future employers.

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

ASSESSMENT:

Assessment Component 1 X 50%

The student will be required to produce an individual 2000 word report that:

Delivers upon the assessment criteria and effectively responds to the questions posed in relation to a set case study/ scenario;

Assessment Component 2 X 50%

The student will be required to contribute to a 15 minute group presentation in addition to the development of professional supporting material which is given in the form of handouts.

Working as part of a team, students are required to undertake the role of HR managers. Students are required to deliver a presentation which demonstrates their knowledge and understanding of how HR strategies can create sustainable competitive advantage for an organisation. Students will be provided with a scenario / context against which to pitch their responses.

Note: Students will be marked according to their individual contribution to the task.

Assessment Summary

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

The following member of staff will be teaching on this module:

Names and Contact Details

Felicity Healey-Benson
 felicity.healey-benson@uwtsd.ac.uk
 Room AS410

BIBLIOGRAPHY

Essential

TAYLOR, S. (2014) *Resourcing and talent management*. 6th ed. London: Chartered Institute of Personnel and Development.

Recommended

MARCHINGTON, M. and WILKINSON, A. (2016) *Human resource management at work*. 6th ed. London: Chartered Institute of Personnel and Development

TAYLOR, S. and WOODHAMS, C. (2016) *Managing People and Organisations*. London: Chartered Institute of Personnel and Development.

Background

ALLEN, D and BRYANT P (2012): *Managing employee turnover: myths to dispel and strategies for effective management*. New York, Business Expert Press.

COOK, M. (2016) *Personnel selection: adding value through people*. 6th ed. Chichester: Wiley.

PILBEAM, S. and CORBRIDGE, M. (2010) *People resourcing and talent planning: HRM in practice*, 4th ed. Harlow: Financial Times/Prentice Hall.

TAYLOR, I. (2008) *Assessment and selection handbook*. London: Kogan Page.

Journals

People Management

Available at: www.cipd.co.uk/pm

Personnel Today

Harvard Business Review

Journals available in on-line library catalogue

Websites

www.cipd.co.uk

Website of the Chartered Institute of Personnel and Development (CIPD)

www.acas.gov.uk

Topics covered in workshops will include:

- Understanding of organisations and how they work, how the internal and external environmental impacts organisations, and how they operate in respect of HR practice.
- Understanding how HR supports an organisation in effectively sourcing, developing and retaining people in a way that adds value to an organisation.
- Awareness of the recruitment process and how companies select candidates for the role
- Strategies organisations use to improve individual and team performance
- Awareness of employment law
- Organisations and the Environment
- The Role of Human Resource Management and Managers

- Human Resource Planning
- Recruitment and Selection
- Composition of Today's Workforce
- External Labour Markets
- Motivation and Employee Engagement
- Building high performance and flexible organisations
- The Psychological Contract
- Fairness and Diversity
- Retention Strategies
- Human Resource Development, Training, Coaching and Mentoring.

We will also seek to develop your overall awareness of what will be expected of you from future employers