

Managing People (Distance Learning)

Module Code:	HRM7009-A
Academic Year:	2018-19
Credit Rating:	10
School:	School of Management
Subject Area:	Human Resource Management
FHEQ Level:	FHEQ Level 7 (Masters)
Module Leader:	Sarah Mollitt

Additional Tutors:

Pre-requisites:

Co-requisites:

Contact Hours

Type	Hours
Lectures	5
Directed Study	95

Availability Periods

Occurrence	Location/Period
DLA	University of Bradford / Semester 3 (June - Oct)

Module Aims

To promote a critical understanding of the factors that impact upon and influence human behaviour in organisations; to demonstrate the relationship between the study of organisational behaviour (OB) and associated fields, including organisational theory (OT) and development (OD), and Human Resource Management (HRM), and develop critical understanding of research and theory in these allied field; to provide conceptual understanding to translate organisational behaviour theory, concepts, principles and techniques into practice, enabling students to manage people effectively in organisations.

Outline Syllabus

The syllabus will be drawn from several areas of theory and practice including Organisational Behaviour, Organisational Psychology, Organisational Theory, Organisational Development and Human Resource Management as they are relevant to understanding and managing the behaviour of people in the workplace. The emphasis will be tailored to take account of current issues and emerging trends in organisations. Specific content is structured in three areas associated with the individual, management processes, and the organisation and will cover: personality; perception; motivation and job satisfaction; groups and team working; management and leadership; the nature and forms of leadership; organisational culture; organisational structures and design; conflict; power and politics in organisations; and communication. Issues of ethical and sustainable approaches to people management will be addressed within this syllabus.

Module Learning Outcomes

On successful completion of this module, students will be able to...

- 1 1a. Demonstrate a comprehensive understanding of behaviour in organisations and its causes, consequences and management, as defined in the OB subject area and related fields.
 1b. Apply systematic evidence based knowledge of OB theory and principles to people management problems.
- 2 2a. Demonstrate a critical understanding and knowledge of OB theory and its links with related fields (eg. OT and HRM), and development of analytical skills associated with the discipline.
- 3 3a. Critically evaluate your own, others and organizations approaches to people management.
 3b. To apply knowledge of and problem solving solutions for dealing with interpersonal contexts in organisations, their problem-solving, analytical, and communication skills.
 3c. Ensure that your own, others and organizations approaches to people management are undertaken in an ethical and sustainable manner.

Learning, Teaching and Assessment Strategy

Students will be provided with a module framework and guided reading online to provide students with information required to enhance critical understanding research and theory in OB and associated theory (Assessment 1; learning outcomes 1a, 2a). Directed study will encourage students to extend the understanding of research and theory in OB as well as its application to and implications for people management problems and challenges (learning outcomes 1a, 1b, 2a, 3a, 3b, 3c). Activities, assessments, and personal audits will be provided and online tutorials will support the development of knowledge, discipline and personal skills and provide students with formative feedback on the same. These will aid the development of skills of evaluation and assessment within the field of OB and the arena of people management (1b, 3a, 3b, 3c) Oral and informal feedback will be given as part of online tutorials. Formative assessments provided throughout the module will encourage students to develop their understanding of OB theory and its implications for practice (learning outcomes 1b, 2a, 3b). Formal assessment is in the form of two individual

assignments. These are separated to allow students structured summative feedback on different aspects of their learning (as part of this early module of the MBA programme) and will focus on students undertaking personal research to support the analysis of theory and its application (Assessment 1; learning outcomes 1a, 1b, 2a) and the critical evaluation of practice in the area of people management (Assessment 2; learning outcomes 1a, 1b, 3a, 3b, 3c)

Mode of Assessment

Type	Method	Description	Length	Weighting	Final Assess'
Summative	Coursework	Individual assignment (2000 words)	-2000 words	100%	Yes

Legacy Code (if applicable)

MAN4247M

Reading List

To view Reading List, please go to [rebus:list](#).