

Module Details	
Module Title:	Managing People in Health and Social Care
Module Code:	LEM7032-C
Academic Year:	2019-20
Credit Rating:	30
School:	School of Nursing and Healthcare Leadership
Subject Area:	Leadership and Management (Health)
FHEQ Level:	FHEQ Level 7 (Masters)
Pre-requisites:	
Co-requisites:	

Contact Hours	
Type	Hours
Lectures	12
Seminar	24
Directed Study	264

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 2 (Feb - May)

Module Aims
On completing the module, you will be able to: - analyse the current national and international health and social care environment and the implications for managing people; - to critically evaluate different theories and approaches that can be used to plan, recruit, manage and develop the workforce; - and critically apply different approaches to managing people.

Outline Syllabus

The module will explore the following issues and include any relevant new developments:

Introduction to managing people;
rise of Human resource management;
strategic human resource management;
Organisation of people;
groups, teams and virtual working;
labour flexibility;
work-life balance and resilience.
human resource planning;
recruitment and selection;
performance management and organisational effectiveness;
learning and development;
employee engagement;
managing across boundaries.

Learning Outcomes

1	Critically discuss a range of different theories and approaches utilised in managing people in the health and social care sector.
2	Critically appraise the wider issues associated with managing people, the planning, recruitment, performance management and development of staff.
3	Critically apply different theories and tools to manage people.
4	Critically evaluate different theories and models to manage people.
5	Critically analyse the current national and international environment in health and social care and consider the implications for managing people.
6	Engage critically with academic sources and present ideas and arguments in a well-structured and coherent manner.

Learning, Teaching and Assessment Strategy

LO 1 is developed & achieved through a series of research informed lectures and workshops that cover key topics, these will be further explored in student-centred directed learning.

Workshop activities will develop LO 1-5. Student centred interactive seminars will be used to explore subjects introduced in lectures & provide students with the opportunity to discuss & analyse topics and to improve their understanding of managing people (LO 1-6).

Extensive use is made of the Virtual Learning Environment & this medium is used to complement lectures, to support students & includes relevant web-sites, documents & a range of online resources such as video clips & blogs (LO 1-5).

All learning outcomes will be addressed using directed study, this will enable students to develop & expand their knowledge by undertaking guided reading and activities. Alongside the teaching activities outlined above, immersive arts based activities will support development of LO 2.

All LO are assessed via a written assignment of 4000 words. Students will be able to submit work prior to the final submission date & receive formative feedback.

Mode of Assessment				
Type	Method	Description	Length	Weighting
Summative	Coursework	Essay	-4000 words	100%
Formative	Coursework	Essay Plan	-500 words	%

Reading List
To access the reading list for this module, please visit https://bradford.rl.talis.com/index.html .

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.