

Module Details	
Module Title	Managing People in Health and Social Care (Distance Learning)
Module Code	LEM7036-C
Academic Year	2022/3
Credits	30
School	School of Nursing and Healthcare Leadership
FHEQ Level	FHEQ Level 7

Contact Hours	
Type	Hours
Online Lecture (Asynchronous)	16
Online Seminar (Synchronous)	8
Directed Study	12
Independent Study	264

Availability	
Occurrence	Location / Period
DLA	University of Bradford / Semester 2

Module Aims
On completing the module you will be able to: analyse the 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	
Outcome Number	Description
01	Critically discuss a range of different theories and approaches utilised in managing people in the health and social care sector.
02	Critically appraise the wider issues associated with managing people, the planning, recruitment, performance management and development of staff.
03	Critically apply different theories and tools to manage people.
04	Critically evaluate different theories and models to manage people.
05	Critically analyse the current national and international environment in health and social care and consider the implications for managing people.
06	Engage critically with academic sources and present ideas and arguments in a well structured and coherent manner.

Learning, Teaching and Assessment Strategy
Learning outcomes 1,2 are developed and achieved through a series of research informed asynchronous online lectures that cover key topics. The knowledge and theory introduced in these asynchronous lectures will be further explored by students undertaking independent study, directed study activities and 4x2 hours online synchronous seminars which will provide students with an opportunity to discuss, analyse and apply topics and to improve their understanding of leadership change and service improvement in health and social care covered in the module (Learning outcomes 1-6). Extensive use is made of the Virtual Learning Environment and this medium is used to deliver high quality content and resources to support students. Students will be provided with a variety of online materials (including relevant websites, documents and a range of online resources such as video clips and blogs etc) designed and packaged to support specific learning outcomes (learning outcomes 1-6). All LO's are assessed via a written assignment of 4000 words. Students will be able to submit a 500 word essay plan prior to the final submission date and receive formative feedback. This module will include collaborative interaction throughout the semester for students (putting students into Canvas groups for this purpose). Non-assessed collaborative activities will be included for these student groups as part of directed study.

Mode of Assessment			
Type	Method	Description	Weighting
Summative	Coursework	Essay which applies theory to practice for an issue of management in the health and social care environment (4000 words)	100%
Formative	Coursework - Written	Written essay plan 500 words.	N/A

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.

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