



Module Descriptor

Definitive Document

Module Code	BSND04
Version	1.3
Module Title	People Management for Business
Credits	20
Valid From	01/09/18 - 31/08/24 (v1.1 from: 01/09/19)
Status	Validated
Subject Board	BSN
HECoS Code	
Academic Level (FHEQ)	5
Study Period	B
Prerequisites and co-requisites	Introduction to People Management
Not available to students taking/having taken	N/A

Content (Indicative)

- Strategies used by SMEs to encourage a creative and productive workforce.
- Theoretical concepts regarding effective working practices.
- Legislation pertinent to the human resource management processes within a small business environment.

Teaching and Learning Experience

- Blended Learning
- Guest Lectures
- Guided Independent Study
- Lectures
- Seminars

Module Learning Outcomes (MLOs)

On successful completion of this module students will be able to:

1. Compare strategies used by SMEs to encourage creativity and productivity among the workforce.
2. Summarise legislation pertinent to effective human resource management processes within a small business environment.
3. Explain theoretical concepts regarding effective working practices.
4. Analyse effective human resource management processes within a chosen SME case study.

Assessment

Assessment task	Load	Weighting	Learning Outcomes assessed
Group Presentation	up to 2,500 words (or equivalent)	50%	1, 2
Individual Report	up to 2,500 words (or equivalent)	50%	3, 4

Indicative reading (APA 7th edition referenced)

Books

- Boxall, P., & Purcell, J. (2015). *Strategy and human resource management* (4th ed.). Palgrave Macmillan.
- Marchington, M., & Wilkinson, A. (2016). *Human resource management at work: People management and development* (6th ed.). Chartered Institute of Personnel and Development (CIPD).
- Rees, G., & French, R. (2016). *Leading, managing and developing people* (5th ed.). Chartered Institute of Personnel and Development.
- Torrington, D., Hall, L., Taylor, S., & Atkinson C. (2014). *Human resource management* (9th ed.). Pearson Education.
- Wilton, N. (2016). *An Introduction to Human Resource Management* (3rd ed.). SAGE Publications.

Journals

British Journal of Management
Employee Relations
Human Resource Management Journal
International Journal of Human Resource Management
Journal of Management Studies
Personnel Review

Websites

Advisory, Conciliation and Arbitration Service - www.acas.org.uk
CIPD www.cipd.co.uk
Chartered Management Institute www.managers.org.uk
IDS Studies www.incomesdata.co.uk/studies/studies.htm
Institute for Employment Studies - www.employment-studies.co.uk
Trades Union Congress - www.tuc.org.uk