

<b>Module Code</b>	<b>BSNF05</b>
<b>Version</b>	1.1
<b>Module Title</b>	<b>Foundations in People Management</b>
<b>Credits</b>	20
<b>Academic Level (FHEQ)</b>	3
<b>Study Period</b>	B
<b>Prerequisites and co-requisites</b>	N/A

#### **Content** (Indicative)

This module introduces students to the concept of people management and includes the following content:

- Defining Human Resources and people management.
- The purpose of human resource management.
- The historical progression of people management in business settings.
- Differing leadership and management styles.

#### **Teaching and Learning Experience**

Blended Learning

Lectures

Seminars

Guest Lectures

Field Trip

Guided Independent Study

#### **Module Learning Outcomes (MLOs)**

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

1. Define human resources and people management.
2. Discuss the historical progression of human resource management.
3. Explain the purpose of human resource management drawing upon a case study example.
4. Discuss differing leadership and management styles drawing upon a case study example.

#### **Assessment**

<b>Assessment task</b>	<b>Load (e.g. wordage)</b>	<b>Weighting (as a percentage)</b>	<b>Learning outcomes assessed</b>
Essay	up to 3,500 words (or equivalent)	70%	1, 2
Group Report	up to 1,500 words (or equivalent)	30%	3, 4

## **Indicative reading**

### **Books**

Rees, G. and French, R. (2016) Leading, managing and developing people. Fifth edition. London: Chartered Institute of Personnel and Development.

Torrington, D., Hall, L., Taylor, S. & Atkinson C. (2014) Human Resource Management. (9th ed.) Harlow: Pearson Education.

Wilton, N. (2016) An Introduction to Human Resource Management. (3rd ed.) London: SAGE Publications.

Boxall, P. & Purcell, J. (2015) Strategy and Human Resource Management. (4th ed.) Basingstoke, England: Palgrave Macmillan.

Marchington, M. & Wilkinson, A. (2016) Human Resource Management at Work: People Management and Development. (6th ed.) London: Chartered Institute Of Personnel and Development (CIPD).

### **Journals**

British Journal of Management

Employee Relations

Human Resource Management Journal

International Journal of Human Resource Management

Personnel Review

Journal of Management Studies

### **Websites**

CIPD [www.cipd.co.uk](http://www.cipd.co.uk)

Chartered Management Institute [www.managers.org.uk](http://www.managers.org.uk)

Advisory, Conciliation and Arbitration Service - [www.acas.org.uk](http://www.acas.org.uk)

IDS Studies [www.incomesdata.co.uk/studies/studies.htm](http://www.incomesdata.co.uk/studies/studies.htm)

Trades Union Congress - [www.tuc.org.uk](http://www.tuc.org.uk)

Institute for Employment Studies - [www.employment-studies.co.uk](http://www.employment-studies.co.uk)