

Module Descriptor Definitive Document

Module Code	BSNC55
Version	1
Module Title	People Management
Credits	20
Valid From	1 st January 2025
Status	Validated
Subject Board	BSN
HECoS Code	100079
Academic Level (FHEQ)	4
Study Period	B
Prerequisites and co-requisites	None
Not available to students taking/having taken	N/A

Content (Indicative)

This module provides a broad overview of human resource management, encompassing key theoretical concepts and their practical applications. It considers motivational theory, examining its implications for effectively managing people in the workplace. The module also addresses the principles of managing oneself and others, including induction, supervision, and appraisal processes. Additionally, it considers the legislation relevant to people management, ensuring a comprehensive understanding of the legal framework governing human resource practices.

Teaching and Learning Experience

- Lectures
- Seminars
- Guided Independent Study
- Guest speakers

Module Learning Outcomes (MLOs)

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

1. Describe theoretical concepts related to people management.
2. Discuss motivational theory and relate to examples of managing people in practice.
3. Understand management and self-management strategies within a chosen case study business.
4. Understand the principles of induction, supervision and appraisal within business.

Assessment

Assessment Task	Weighting	Module Learning Outcomes Assessed
Podcast	50%	1, 2
Group Report	50%	3, 4

Indicative reading

Books

Boxall, P., & Purcell, J. (2022). *Strategy and human resource management* (5th ed.). Palgrave Macmillan.

Marchington, M., & Wilkinson, A. (2020). *Human resource management at Work: People management and development* (7th 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. (2021). *Human resource management* (11th 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

Chartered Management Institute www.managers.org.uk

CIPD www.cipd.co.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