1. **Title of the module**

BUSN6970 (CB697) Managing People and Teams

1. **School or partner institution which will be responsible for management of the module**

Kent Business School

1. **The level of the module (Level 4, Level 5, Level 6 or Level 7)**

Level 5

1. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTS)

1. **Which term(s) the module is to be taught in (or other teaching pattern)**

Spring

1. **Prerequisite and co-requisite modules**

BUSN3660 Management Principles

1. **The programmes of study to which the module contributes**

BA (Hons) Business & Management and associated programmes

BA (Hons) Event & Experience Management

1. **The intended subject specific learning outcomes.  
   On successfully completing the module students will be able to:**

8.1 Understand and critically evaluate the process of managing people and the dynamics of team management.

8.2 Understand and critically assess the relationship between management theory and management practice.

8.3 Understand the emergence of Human Resource Management (HRM) and Employment

Relations practices within specialist functions and as part of line management activity.

8.4 Understand the connection between management practices and apply these concepts to the wider business environment in which they function.

1. **The intended generic learning outcomes.  
   On successfully completing the module students will be able to:**

9.1 Organise and present an analysis as a considered viewpoint.

9.2 Find, select and synthesise complex information.

9.3 Contribute effectively to organisational decision making.

9.4 Communicate with; work effectively within, and present as a group.

1. **A synopsis of the curriculum**

Managing People and Teams aims to provide an understanding of the key concepts within management theory. This core knowledge is applied to a range of organisational settings so that the influence of management theory on management practice is understood. The role played by specialist management functions within Human Resource Management (HRM) and Employment Relations is investigated.  
  
Students will be introduced to the main concepts and theories through readings and discussions of the main authors in the field. Case studies will be used to show how these concepts can impact upon management thinking and decision making within work organisations.

Indicative topics are:

* Groups and teams
* Motivation in the workplace
* Communication theory and practice
* Power and control
* Job design
* Flexible working practices
* Diversity in the workplace
* Managing learning
* Managing change

1. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

Core textbook:

Mullins, L. (2013) *Management and Organisational Behaviour*. 10th edn. Harlow: Pearson

Further indicative readings:  
Buchanan, D., and Huczynski, A., (2013) *Organizational Behaviour*. 8th edn. Harlow: Prentice Hall

Clegg, S. et al. (2011) *Managing and Organizations: An Introduction to Theory and Practice*. 3rd edn. London: Sage

Fincham, R. and Rhodes, P. (2005) *Principles of Organizational Behaviour*. 4th edn. Oxford: Oxford University Press

Knights, D., & Willmott, H., (2012) *Introducing Organizational Behaviour and Management*, 2nd edn. London: Thomson Learning

Watson, T. (2006) *Organising and Managing Work*. 2nd edn. Harlow: Pearson

1. **Learning and teaching methods**

Total contact hours: 21

Private study hours: 129

Total study hours: 150

1. **Assessment methods**
   1. Main assessment methods

Individual Essay – Literature Review (3000 words) (80%)

Group Presentation (20%)

13.2 Reassessment methods

Reassessment Instrument: 100% coursework

1. **Map of module learning outcomes (sections 8 & 9) to learning and teaching methods (section12) and methods of assessment (section 13)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Module learning outcome** | *8.1* | *8.2* | *8.3* | *8.4* | *9.1* | *9.2* | *9.3* | *9.4* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |
| Private Study | **X** | **X** | **X** | **X** | **X** | **X** |  |  |
| Lectures | **X** | **X** | **X** | **X** |  | **X** |  |  |
| Seminars | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| Preparation for seminars | **X** | **X** | **X** | **X** | **X** |  |  |  |
| Preparation for assignments | **X** | **X** | **X** | **X** | **X** |  |  |  |
| **Assessment method** |  |  |  |  |  |  |  |  |
| Group Presentation | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| Individual Essay – Literature review | **X** | **X** | **X** | **X** | **X** | **X** |  |  |

1. **Inclusive module design**

The School recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

a) Accessible resources and curriculum

b) Learning, teaching and assessment methods

1. **Campus(es) or centre(s) where module will be delivered**

Medway

1. **Internationalisation**

This module contains a number of topics that have a strong focus on debates within international management thinking. When students study The ‘Management of Change’, they will consider the impact of developments within international markets that have required UK-based companies to restructure their organisations to maintain their competitive position. Within the topic of ‘Diversity in the Workplace’, students will become aware of the economic advantages of employing staff from international labour markets due to the random ways in which talent is distributed between one country and another. In the subject of ‘Flexible Working Practices’, students study the changes in management thinking in predominantly American-based MNCs who took a leading role in modifying contracts and terms and conditions of employment that were eventually to impact on the UK labour market.

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**Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Date approved | Major/minor revision | Start date of the delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
| 30/03/2017 | Major | January 2018 | 9,12,13 | Yes |
| 07/01/2019 | Minor | January 2020 | 7,13-14 | No |

Revised FSO Jan 2018