MODULE SPECIFICATION

1. **Title of the module**
   People Management and Leadership – PRSN5120

2. **School or partner institution which will be responsible for management of the module**
   Pearson College London

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

4. **The number of credits and the ECTS value which the module represents**
   15 credits (7.5 ECTS)

5. **Which term(s) the module is to be taught in (or other teaching pattern)**
   This module can be run in any term: Autumn, Spring, or Summer

6. **Prerequisite and co-requisite modules**
   None

7. **The programmes of study to which the module contributes**
   - BA (Hons) Business Management - core module
   - BA (Hons) Business Management with Entrepreneurship - core module
   - BA (Hons) Business Management with Finance - core module
   - BA (Hons) Business Management with Global Industries - core module
   - BA (Hons) Business Management with Law - core module
   - BA (Hons) Business Management with Marketing - core module
   - BA (Hons) Applied Business Management - core module

8. **The intended subject specific learning outcomes.**

   *On successfully completing the module students will be able to demonstrate:*

8.1 A detailed understanding of key theories, practices, processes and, where relevant, legislation, in people management and leadership.

8.2 Knowledge and critical understanding of the pervasive issues related to employment and people management in an ethical context.

8.3 An ability to appraise current practices in people management and leadership with the intention of improvement.

8.4 An understanding of how to use recruitment, selection, performance management, and leadership to improve organisational effectiveness.

8.5 An ability to critically appraise major leadership theories, justifying key people management and leadership decisions, based on evidence.
8.6 A thorough knowledge and understanding in an international context of the effective management of organisations, including cutting edge theories, models and frameworks which inform current practice.

9. The intended generic learning outcomes.

On successfully completing the module students will be able to:

9.1 Demonstrate the ability to exercise personal responsibility and decision making
9.2 Undertake further training, develop existing skills and acquire new competences. that will enable them to assume significant responsibility within organisations.

10. A synopsis of the curriculum

Module Aims

This module aims to provide students with a good understanding of the processes, practices and theories of people management and leadership within organisations. In particular, it will encourage students to engage critically with key ideas within these fields and apply them to relevant business contexts to develop their understanding of how to lead and manage people within an organisation.

It will furnish students with skills which will enable them to appraise current organisational practices, provide justifiable recommendations for improvement and create executable plans.

It will also give students some opportunities to reflect on their own perspectives on leadership, management and followership.

Overview of syllabus

INTRODUCTION:

- An introduction to people management (including principal-agent theory, motivation, supervision and the balance between span of control and discretion)

PEOPLE MANAGEMENT:

- Recruitment and selection (including equality and diversity and induction) (CMI5011V1)
- Appraisal and performance management (CMI 5003V1) and Disciplining, grievances and departures (CMI 5003V1)
- Talent Management
• Managing people across international boundaries

MANAGEMENT AND LEADERSHIP THEORY:

• Trait and behavioural theories of management and leadership
• Contingency and situational leadership theories and Emotional and charismatic leadership

SHARED ISSUES:

• Management and leadership in a global context
• Managing and leading through change and conflict
• Ethical management and leadership

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

• Yukl, G., 2009: Leadership in Organizations, 8e., Upper Saddle River, Pearson

A space will need to be created online for the moderated discussion board and this will need to be moderated by the lecturer and students each week. Therefore, moderation rights will need to be granted to a small subset of students for parts of the OLE each week.

12. Learning and Teaching methods

For full details please see the teaching and learning strategy in the programme specification. Students can study this module in the interactive classes model or the
mentored independent model. Those on the former will typically experience one lecture and one seminar each week.

*Scheduled Hours:* 25  
*Independent Study Hours:* 125  
*Total Study Hours:* 150

13 **Assessment methods.**

This module will be assessed as follows:

- A coursework assignment (75% of overall grade) with a maximum of 2,500 words;
- An in-class individual reflective exercise on effective leadership (25% of overall grade).

A pass must be achieved in all elements of assessment in order to pass the module.

14. **Map of Module Learning Outcomes (sections 8 & 9) to Learning and Teaching Methods (section 12) and methods of Assessment (section 13)**

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<thead>
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<th>Module learning outcome</th>
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<td>Learning/teaching method</td>
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15. Pearson College London recognises and has embedded the expectations of current disability equality legislation, and supports students with a declared disability or special educational need in its teaching.

Within this module we will make reasonable adjustments wherever necessary, including additional or substitute materials, teaching modes or assessment methods for students who have declared and discussed their learning support needs. Arrangements for students with declared disabilities will be made on an individual basis, in consultation with the College’s Registry which oversees disability/dyslexia student support, and specialist support will be provided where needed.

16. Campus(es) or Centre(s) where module will be delivered:

Pearson College London

If the module is part of a programme in a Partner College or Validated Institution, please complete sections 17 and 18. If the module is not part of a programme in a Partner College or Validated Institution these sections can be deleted.

17. Partner College/Validated Institution:

Pearson College London

18. University School responsible for the programme:

Kent Business School
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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.

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<thead>
<tr>
<th>Date approved</th>
<th>Major/minor revision</th>
<th>Start date of the delivery of revised version</th>
<th>Section revised</th>
<th>Impacts PLOs (Q6&amp;7 cover sheet)</th>
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