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Title: PARTICIPATION, INVOLVEMENT AND ENGAGEMENT OF EMPLOYEES IN AN INTERNATIONAL CONTEXT
Status: Definitive
Code: **7051BUSHM** (116303)
Version Start Date: 01-08-2017

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
Edward Rose	Y

Academic Level: FHEQ7 **Credit Value:** 15 **Total Delivered Hours:** 32.5
Total Learning Hours: 150 **Private Study:** 117.5

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	32.5

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Essay style assignment (3,000 words).	100	

Aims

The module is concerned with employee participation, involvement and engagement (PIE) within an international setting. Accordingly the aims of the module are:

- 1. To explore different theoretical approaches to PIE.*
- 2. To examine the practical implications and applications of PIE within a variety of global organizational contexts.*

Learning Outcomes

After completing the module the student should be able to:

- 1 Identify the theoretical perspectives underpinning PIE.
- 2 Understand and be able to apply the practical applications of PIE in organizational contexts.
- 3 Critically analyse the best and worst management practices pertaining to PIE in the global workplace.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

CW	1	2	3
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Outline Syllabus

1. *Theories underpinning participation, involvement and engagement.*
2. *Differences in approach with regard to participation, involvement and engagement.*
3. *Employer and employee perspectives on participation, involvement and engagement.*
4. *Participation in practice.*
5. *Involvement in practice.*
6. *Engagement in practice.*

Learning Activities

Learning activities include discussion of case examples and student presentations within two hour workshops.

Notes

The module is part of the IHRM programme and the main pedagogic emphasis is upon the diversity of PIE perspectives and practices from the standpoint within global organisations, involving employers, HRM managers, workplaces and employees.