Liverpool John Moores University

Title:	EFFECTIVE PEOPLE MANAGEMENT
Status:	Definitive
Code:	**7500ME** (103642)
Version Start Date:	01-08-2011

Owning School/Faculty:	Liverpool Business School
Teaching School/Faculty:	Dublin Business School

Team	emplid	Leader
Graham Padgett		Y

Academic Level:	FHEQ7	**Credit Value:**	15.00	**Total Delivered Hours:**	36.00
Total Learning Hours:	150	**Private Study:**	114		

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Workshop	36.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	To identify a motivational issue in an organisation. To act as a developmental piece of work where students will be provided with relevant feedback prior to embarking on coursework 2 .	25.0	
Exam	AS2	To investigate a problem(s) at work, apply concepts and theories, analyse the situation and reach a rational conclusion.	75.0	

Aims

To develop knowledge and skills associated with the task of managing individuals and groups in a work-place environment.
To stimulate thought and practical action regarding the attitude and performance of

people at work.
To facilitate personal preferences and to develop skills in managing self.
To stimulate thought on how virtual organisations can impact on the effectiveness of people.
To facilitate the application of theoretical models to the workplace.

Learning Outcomes

After completing the module the student should be able to:

1	Critically appraise a managing people issue in a work-based situation.
2	Formulate appropriate conclusions and recommendations.
3	Apply rational and reasoned thinking to a people management problem.
4	Write a critical piece of work, communicating their thoughts clearly.
5	Critically reflect on the learning process.

Learning Outcomes of Assessments

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

ESSAY	1	2	
EXAM	3	4	5

Outline Syllabus

Strategic contribution of people
Nature of organisational behaviour
Process of perception and attitudes
Nature of interpersonal relationships and communication
Nature of motivation and satisfaction
Nature of personality and stress
Nature of groups and teams
Effective selection of people
Learning and the development of people
The psychological contract
Performance and reward
Psychology of trust
Ethics and culture
Leadership for change
Nature of conflict

Learning Activities

Workshops, lectures and seminars.

References

Course Material	Book
Author	Arnold, J
Publishing Year	2005
Title	Work Psychology: Understanding Human Behaviour in the Workplace
Subtitle	
Edition	
Publisher	4th edition, Harlow, Pearson Education Ltd
ISBN	

Course Material	Book
Author	Beardwell and Claydon
Publishing Year	2007
Title	Human Resource Management
Subtitle	
Edition	
Publisher	5th edition, London, FT Prentice Hall
ISBN	

Course Material	Book
Author	Gunnigle, Heraty and Morley
Publishing Year	2006
Title	Human Resource Management in Ireland
Subtitle	
Edition	
Publisher	3rd edition, Gill & McMillan
ISBN	

Course Material	Book
Author	Eysenck
Publishing Year	1998
Title	Pscychology: An Integrated Approach
Subtitle	
Edition	
Publisher	Harlow, Addison Westley, Longman
ISBN	

Course Material	Book
Author	Hinton
Publishing Year	1993
Title	The Psychology of Interpersonal Perception
Subtitle	
Edition	
Publisher	London, Routledge

ISBN	

Notes

ESSAY AND EXAM