

Liverpool John Moores University

Title: EFFECTIVE PEOPLE MANAGEMENT
Status: Definitive
Code: **7512ME** (107449)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Isle of Man International Business School

Team	Leader
Alex Watt	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
Seminar	36.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Written coursework: Analysis of a workplace issue, to be no longer than 1,000 words in length	25.0	
Essay	AS2	Written coursework: In depth analysis of a workplace problem, to be no longer than 3,500 words in length	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 technology and the concept of*

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 his or her 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	4		
ESSAY	2	3	4	5

Outline Syllabus

Strategic Contribution of People; Nature of Organisational Behaviour; Processes 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

Combination of workshops, mini lectures, and seminars.

References

Course Material	Book
Author	Arnold, J.
Publishing Year	2005
Title	Work Psychology
Subtitle	understanding human behaviour in the workplace'
Edition	4th
Publisher	Harlow, Pearson Education Ltd
ISBN	

Course Material	Book
Author	Beardwell, I. & Holden, K.
Publishing Year	2003
Title	'Human Resource Management'
Subtitle	
Edition	4th
Publisher	London, FT Pitman Publishing
ISBN	

Course Material	Book
Author	Eysenck, M.
Publishing Year	1998
Title	'Psychology
Subtitle	an integrated approach'
Edition	
Publisher	Harlow, Addison Westley, Longman
ISBN	

Course Material	Book
Author	Hall, C., Hall, E. & Starley, K.
Publishing Year	1994
Title	'Effective Working Relations'
Subtitle	
Edition	
Publisher	London, Routledge
ISBN	

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

Course Material	Book
Author	Huczynski, A. A. & Buchanan, D. A.
Publishing Year	2003
Title	'Organisational Behaviour
Subtitle	an introductory text'
Edition	5th
Publisher	London, Prentice Hall
ISBN	

Course Material	Book
Author	Mullins, L. J.

Publishing Year	2004
Title	'Management and Organisational Behaviour'
Subtitle	
Edition	6th
Publisher	London, FT Pitman Publishing
ISBN	

Course Material	Book
Author	Reina, D., Reina, M. & Chagnon, M.
Publishing Year	1999
Title	'Trust and Betrayal in the Workplace
Subtitle	building effective relationships in your organisation'
Edition	
Publisher	San Francisco, CA, Berrett-Koshler Publishers
ISBN	

Course Material	Book
Author	Rollinson, D.
Publishing Year	2001
Title	'Organisational Behaviour and Analysis'
Subtitle	
Edition	2nd
Publisher	Harlow, Addison-Wesley
ISBN	

Course Material	Book
Author	Rosenfield, R.H. & Wilson, D.C.
Publishing Year	1999
Title	'Managing Organisations
Subtitle	
Edition	2nd
Publisher	London, McGraw-Hill Publishing Company
ISBN	

Notes

Rationale – the module is concerned with the application of theory, concepts and knowledge to promulgate the effective management of people. Therefore it is appropriate that the summative assignments involve the application of theoretical concepts to a 'live' issue, or problem, within the student's organisation, with an aim to improving effectiveness. The coursework is progressive, in that students are able to transfer their learning from the first assignment (25%) and incorporate it in the final summative coursework (75%). Within class, formative development is progressed through the application of conceptual thought to case study solutions. During the learning process students receive developmental feedback from both their co-learners and tutors.

The module will provide a framework for students to understand and apply relevant models of behaviour to the workplace. By linking aspects of individual and group behaviour it will contribute towards the students understanding of the relationship between people and other management activities. The module will demonstrate the critical importance of people in a work environment that is progressing through change.

Case study materials will be used in class and feedback given to students throughout the module.