

Module Code:	BUS679
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Module Title:	People Management and the Law
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Level:	6	Credit Value:	40
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Cost Centre(s):	GAMG	<u>JACS3</u> code:	N211
		<u>HECoS</u> code:	100078

Faculty	Social and Life Sciences	Module Leader:	Emma Taylor
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Scheduled learning and teaching hours	44 hrs
Guided independent study	356 hrs
Placement	0 hrs
Module duration (total hours)	400 hrs
Programme(s) in which to be offered (not including exit awards)	Core Option
BA (Hons) Applied Business Management	✓ <input type="checkbox"/>
	<input type="checkbox"/> <input type="checkbox"/>

Pre-requisites
None

Office use only

Initial approval: 19/06/2019

Version no: 1

With effect from: 23/09/2019

Date and details of revision:

Version no:

Module Aims

This is a module aimed at providing students with the knowledge and critical understanding of the main concepts and principles of working with people. Students will learn about international trends and developments affecting human resource management, and the implementation of employment law. The practical and academic learning on this module will enable students to apply these principles and concepts to the business world.

Intended Learning Outcomes

Key skills for employability

KS1	Written, oral and media communication skills
KS2	Leadership, team working and networking skills
KS3	Opportunity, creativity and problem solving skills
KS4	Information technology skills and digital literacy
KS5	Information management skills
KS6	Research skills
KS7	Intercultural and sustainability skills
KS8	Career management skills
KS9	Learning to learn (managing personal and professional development, self-management)
KS10	Numeracy

At the end of this module, students will be able to

Key Skills

At the end of this module, students will be able to		Key Skills	
1	Outline and evaluate the main concepts and principles of employment law as applied to businesses in the UK.	KS1	KS8
		KS2	
		KS3	
2	Critically evaluate the contractual business relationship between employer and employee.	KS1	
		KS9	
		KS3	
3	Demonstrate a practical and critical understanding of the law of dismissal and redundancy as it applies to business.	KS1	KS5
		KS2	KS6
		KS3	
4	Critically compare different human resource management practices in the business environment.	KS1	KS5
		KS2	KS8
		KS3	
5	Analyse the impact of HRM activity within organisations.	KS1	KS9
		KS6	KS8
		KS7	

Transferable skills and other attributes

Effective communication skills, oral and written
Critical thinking
Analysis and synthesis of information and knowledge
Problem solving skills such as identifying and solving business problems.
Applying knowledge and theories in practice
Self-reflection and reflective learning

Derogations

None

Assessment:

Indicative Assessment Tasks:

- A management report relating the practical application of key legal principles of employment law to a realistic commercial situation.
- An individual presentation on a chosen contemporary issue/challenge concerning the application of human resource management in business.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration or Word count (or equivalent if appropriate)
1	1,2,3	Report	50%	2,500
2	4,5	Presentation	50%	15 minutes

Learning and Teaching Strategies:

This module will be delivered using a combination of face to face lectures, group tutorials and practical exercises, and will utilise the use of case studies to apply the knowledge. There will be a substantial element of online learning, during which students will consolidate learnings, undertake research for assessments, participate in discussion forums, and work with peers to complete group activities.

Syllabus outline:

1. The CIPD profession map
2. HRM activities and responsibilities from recruitment to retirement
3. Organisational structure and its impact on HRM
4. Policies and procedures: an employee handbook
5. Diversity and cross-cultural management in HRM
6. The principles of employment law
7. The contract of employment

8. Implied terms regarding working hours, holidays and pay
9. Protection from discrimination and equal pay provisions
10. Wrongful and unfair dismissal
11. Redundancy –the rights of employees, the obligations of employers.

Indicative Bibliography:

Essential reading

Armstrong, M. and Taylor, S. (2017), *Armstrong's Handbook of Human Resource Management Practice*. 14th ed. London: Kogan Page.(available online)

Sargeant, M. and Lewis, D. (2018), *Employment Law: The Essentials*. 8th ed. London: Routledge.

Other indicative reading

Books

Daniels, K. (2016), *Introduction to Employment Law: Fundamentals for HR and Business Students*. 4th ed. London: Kogan Page.

Taylor, S. and Woodhams, C. (2016), *Human Resource Management: People and Organisations*. 2nd ed. London: CIPD.

Journals

Journals available on Resourcefinder

Websites

www.legislation.gov.uk

www.Gov.uk

www.Acas.org.uk

www.Employmentlaws.co.uk

www.Personneltoday.com

www.Managers.org.uk