

Module Details	
Module Title	Managing People in Health and Social Care
Module Code	LEM7032-C
Academic Year	2020/1
Credits	30
School	School of Nursing and Healthcare Leadership
Subject Area	Leadership and Management (Health)
FHEQ Level	FHEQ Level 7
Pre-requisites	N/A
Co-requisites	N/A

Contact Hours	
Type	Hours
Practical Classes or Workshops	16
Online Tutorials (Synchronous)	8
Independent Study	264
Learning Objects Interaction	12

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 2

Module Aims
On completing the module you will be able to: analyse the current national and international health and social care environment and the implications for managing people; to critically evaluate different theories and approaches that can be used to plan, recruit, manage and develop the workforce; and critically apply different approaches to managing people.

Outline Syllabus
The module will explore the following issues and include any relevant new developments: Introduction to managing people; rise of Human resource management; strategic human resource management; Organisation of people; groups, teams and virtual working; labour flexibility; work-life balance and resilience. human resource planning; recruitment and selection; performance management and organisational effectiveness; learning and development; employee engagement; managing across boundaries.

Learning Outcomes	
Outcome Number	Description
1	Critically discuss a range of different theories and approaches utilised in managing people in the health and social care sector.
2	Critically appraise the wider issues associated with managing people, the planning, recruitment, performance management and development of staff.
3	Critically apply different theories and tools to manage people.
4	Critically evaluate different theories and models to manage people.
5	Critically analyse the current national and international environment in health and social care and consider the implications for managing people.
6	Engage critically with academic sources and present ideas and arguments in a well-structured and coherent manner.

Learning, Teaching and Assessment Strategy
<p>LO 1,2 are developed & achieved through a series of research informed lectures that cover key topics and are delivered on campus in the four workshop days (subject to circumstances). The knowledge and theory introduced on these days will be further explored in student-centred independent learning, online activities and surgeries.</p> <p>Online synchronous student-centred activities will be used to explore subjects introduced in workshop days & provide students with opportunity to discuss & analyse topics and to improve their understanding of managing people in health and social care covered in the module (LO 1-6).</p> <p>Extensive use is made of the Virtual Learning Environment & this medium is used to complement lectures, to support students. Time is allocated within the module for students to engage with online materials (including relevant websites, documents & a range of online resources such as video clips & blogs etc.) designed and packaged to support specific learning objectives (LO 1-6).</p> <p>All LO are assessed via a written assignment of 4000 words. Students will be able to submit a 500 essay plan prior to the final submission date & receive formative feedback.</p>

Mode of Assessment				
Type	Method	Description	Length	Weighting
Summative	Coursework	Essay (4000 words)	N/A	100%

Reading List
To access the reading list for this module, please visit https://bradford.rl.talis.com/index.html

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.

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