

Module Details	
Module Title	Managing People in Health and Social Care
Module Code	LEM7032-C
Academic Year	2024/5
Credits	30
School	School of Nursing and Healthcare Leadership
FHEQ Level	FHEQ Level 7

Contact Hours	
Type	Hours
Independent Study	262
Online Lecture (Asynchronous)	8
Practical Classes or Workshops	20
Seminars	4
Interactive Learning Objects	6

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
01	Critically discuss a range of different theories and approaches utilised in managing people in the health and social care sector.
02	Critically appraise the wider issues associated with managing people, the planning, recruitment, performance management and development of staff.
03	Critically apply different theories and tools to manage people.
04	Critically evaluate different theories and models to manage people.
05	Critically analyse the current national and international environment in health and social care and consider the implications for managing people.
06	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 &amp; achieved through a series of research informed asynchronous online lectures that cover key topics.</p> <p>The knowledge and theory introduced in these asynchronous lectures will be further explored in four synchronous workshop days delivered on campus or online (subject to circumstances), which will provide students with opportunity to discuss &amp; analyse topics and to improve their understanding of the material covered in the module (LO 1-6). These workshop days are supported with synchronous online seminars and student-centred independent learning,</p> <p>Extensive use is made of the Virtual Learning Environment &amp; this medium is used to complement asynchronous online lectures and the synchronous online seminars, as well as to support students.</p> <p>Time is allocated within the module for students to engage with interactive learning objects (including relevant websites, documents &amp; a range of online resources such as video clips &amp; blogs etc.) designed and packaged to support specific learning objectives (LO 1-6). This is underpinned by independent study time.</p> <p>All LO are assessed via a written assignment of 4000 words. Students will be able to submit a 500 word draft essay plan prior to the final submission date &amp; receive formative feedback.</p> <p>Please note seminars will be either online or face to face. All students will have the four 1 hour seminar sessions. The delivery of the seminars is different for fulltime and part students.</p> <ol style="list-style-type: none"> <li>1. Full time students seminars are ALL FACE TO FACE for 1 hour - see timetable for rooms</li> <li>2. Part time students seminars are ALL ONLINE via a teams link for 1 hour</li> </ol>

Mode of Assessment			
Type	Method	Description	Weighting
Summative	Coursework - Written	Essay (4000 words) words)	100%

Reading List
To access the reading list for this module, please visit <a href="https://bradford.rl.talis.com/index.html">https://bradford.rl.talis.com/index.html</a>

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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