HONG KONG IGDS - MSC MODULE OUTLINE

Subject Title	Organisations, People & Performance (OPP)	
	HK PolyU	*WarwickU*
Subject Code	ISE5768	WM9E7-15
Credit Value	3	15
Level	Level 5	Taught Postgraduate Level
Pre-requisite/ Co-requisite/Exclusion	None but some preliminary reading of organisations, people & performance would be beneficial.	
Introduction	Organisations achieve their objectives through people. The strategic and operational management of people is therefore a critical concern for any organisation and its leaders and managers who are keen to succeed as more complex business models and organisation structures emerge. Understanding how to gain the engagement and motivation of an organisation's most important resource is crucial for modern leaders and managers as they shape and reshape organisations to meet business need. Technical and analytical expertise are no longer enough and this module reinforces people management as a strategic issue. The module equips candidates with knowledge and appreciation of a broad range of core concepts, theories and models. It also equips them with a range of practical skills including problem solving, critical thinking, team working and presentation.	
Objectives	No 1 To provide knowledge and understanding of the importance of the strategic management of the people resource within organisations and how this relates to the wider organisational context and business strategy. No 2 To explores salient elements of successful and effective people management practice.	
Intended Learning Outcomes (ILO's) *(Note 1)*	Upon completion of the subject, participants will be able to: No 1 critically evaluate and apply Strategic Human Resource Management approaches and principles contingently within a business context. No 2 Utilise and critique the principles and philosophies that underline an integrated and holistic approach to people management practice in order to achieve individual and organisational performance. No 3 Critically assess and apply organisational behaviour and psychological theories that underpin the practice of people management. No 4 Recognise and critically assess their future contribution and role as leader as they manage themselves and others to reach their full potential.	
Indicative Syllabus Topics *(Note 2)*	No 1 Understanding Yourself and Others: Personality, Perception and Emotions; Motivation at work; Stress and Well-being; Team-working No 2 Understanding the Organisation: Organisation Design and Structure; Organisational Culture; Global Culture; Power and Politics; Organisational Conflict	

	No 3 Strategy, Leadership and Management: Context and Business Strategy; Human Resource Management Strategy; Leadership; Decision Making; Execution and Change Management No 4 Achieving High Performance through People: High Performance Work Systems; Workforce Planning; Employee Branding; Resourcing; Performance Management; Reward; Talent Development; Employee Engagement; Retention; Diversity and Inclusion; Ethics at work
Teaching/Learning Methodology *(Note 3)*	A combination of lectures and case studies are used to deliver the various topics in this module. The case studies are real life situations and integrate the topic covered. Thus, it demonstrates how the various techniques are inter-related and how they apply in real life situations. Alignment between Teaching/Learning Methodologies and ILOs:
Assessment Methods in Alignment with Intended Learning Outcomes *(Note 4)*	
Student Study Effort Required	
Reading List and References	The list given to participants is exhaustive and embraces all the topics covered in the module. In total there are 7 references provided. They can be found in the Folder Notes given to participants at the commencement of the module.

Alignment between Teaching/Learning Methodologies and ILOs:

Teaching/Learning Methodologies	Intended Subject Learning Outcomes to be assessed			
	No 1	No 2	No 3	No. 4
Lecture	√	√	√	√
Case studies	√	√	√	√

Assessment Methods/Tasks	% Weight	Intended Learning Outcomes (ILO's)			
		No 1	No 2	No 3	No 4
Post Module Assignment (PMA)	100	√	√	√	√
Total	100				

Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes (ILO's). The PMA requires participants to apply what they have learnt in the module to their own work environment. These will embrace the ILO's albeit in different work situations.

Class Contact:	
▪ Lecture	30 Hours
▪ Case study	9 Hours
Other Participant Study Effort:	
▪ Private Study	111 Hours
Total Participant Study Effort	150 Hours

Note 1: Intended Learning Outcomes
Intended learning outcomes state what students should be able to do or attain upon completion of the subject. Subject outcomes are expected to contribute to the attainment of the overall programme outcomes.

Note 2: Subject Synopsis/ Indicative Syllabus

The syllabus adequately addresses the intended learning outcomes. At the same time over-crowding of the syllabus has been be avoided.

Note 3: Teaching/Learning Methodology

This section includes a brief description of the teaching and learning methods to be employed to facilitate learning, and a justification of how the methods are aligned with the intended learning outcomes of the subject.

Note 4:   Assessment Method

This section includes the assessment method(s) used and its relative weighting, and indicates which of the subject intended learning outcomes that each method assesses. It also provides a brief explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes.