



Module Definition Form (MDF)

Module code: MOD003187	Version: 6 Date Amended: 13/Jun/2024
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1. Module Title
Management Practice

2a. Module Leader
Shingai Chigangacha

2b. School
School of Engineering and the Built Environment

2c. Faculty
Faculty of Science and Engineering

3a. Level
7

3b. Module Type
Standard (fine graded)

4a. Credits
15

4b. Study Hours
150

5. Restrictions			
Type	Module Code	Module Name	Condition
Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:	None		

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description

The importance of people to the success of organisations continues to grow, with a general acceptance that human resources provide the main source of sustainable competitive advantage. Organisational performance is largely dependent on the performance of its human resources, which in turn is determined by the quality and effectiveness of their management, therefore it is crucial that managers are able to effectively manage human resources. This module is designed to enable each student to develop their own individual knowledge base and approach to management. Its aim is to get students to develop their own specific approach to the management of people, by establishing a solid foundation of human resource management knowledge and integrating this with their own values, experiences and goals to provide the basis for the life-long development of their management skills. It is based on a thorough understanding of the theories, principles and practice of human resource management together with critical evaluation of examples of human resource management from a wide variety of situations. It is intended to facilitate the development of each student's approach to human resources and the application of their own way of managing people in the context of their own field of work. The module will emphasise the development of the personal skills and traits required by a successful manager of human resources. In an increasingly knowledge-based economy, organisations are increasingly dependent on the intellectual capital of their employees and the importance of effective knowledge management. The module will develop the students understanding of these aspects and their ability to develop and manage knowledge within organisations.

6b. Outline Content

Knowledge Based - The concepts, principles and practice of human resource management. - Human resource policies and practices - Employment and the employer-employee relationship. - Reward systems and performance management. - Motivation, empowerment and the development of commitment. - Principles and practice of knowledge management and the development of intellectual capital. Skills Based - Ability to gather and analyse information from a range of sources and perspectives - Critical thinking demonstrated through the analysis of human resource situations. - Synthesise and develop solutions to human resource problems and work situations

6c. Key Texts/Literature

The reading list to support this module is available at: <https://readinglists.aru.ac.uk/>

6d. Specialist Learning Resources

None

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Demonstrate a critical understanding of the principles and practice of human resource management and its application to organisations.
2	Knowledge and Understanding	Recognise the significance of knowledge management and intellectual capital and present proposals to manage these.
3	Knowledge and Understanding	Evaluate and formulate appropriate approaches to manage a variety of human resource management situations.
4	Intellectual, practical, affective and transferrable skills	Analyse and evaluate complex problems and synthesise feasible solutions.

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2025/6	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	12	1,2,3	1 hour x 12 weeks lecture
Other teacher managed learning	24	1,2,3	1 hour x 12 weeks seminar/workshop 1 hour x 12 weeks tutorial
Student managed learning	114	1,2,3,4	9.5 hours per week over one semester of self directed learning
TOTAL:	150		

9. Assessment for the above Module Occurrence

Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Examination	1-2	50 (%)	Fine Grade	40 (%)

Exam: 1.5 hours

Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
011	Coursework	3-4	50 (%)	Fine Grade	40 (%)

Patchwork comprised of 750 words short-essay and a poster to solve a scenario-based question.

In order to pass this module, students are required to achieve an overall mark of 40% (for modules at levels 3, 4, 5 and 6) or 50% (for modules at level 7*).

In addition, students are required to:

- (a) achieve the qualifying mark for each element of fine graded assessment as specified above**
- (b) pass any pass/fail elements**

[* the pass mark of 50% applies for all module occurrences from the academic year 2024/25 – see Section 3a of this MDF to check the level of the module and Section 8a of this MDF to check the academic year]