LBUSI4294A Organisational and Talent Management Course Descriptor

Discipline	Business and Project Management
UK Credit	15
FHEQ level	4
Prerequisites	N/A
Corequisites	N/A

Course Overview

The course aims to provide learners with an understanding of the frameworks and models in staff recruitment, training, appraisals and management. The course provides an opportunity for learners to apply these theories and models to practical scenarios including a reflection on their own organisations and practice. The learners are expected to develop an appreciation of the need for professional accounts to learn about organisational and talent management including an awareness of fundamental legal frameworks around Diversity, Equity and Inclusion.

Learning Outcomes

On successful completion of the course, learners will be able to:

Knowledge and Understanding

K1a   Explain the needs for professional accountants to learn about Business Law and ethics.

K2a   Define and explain the laws and legislation that govern UK businesses.

Subject Specific Skills

S1a   Apply the English business and corporate laws and regulations in a business context.

S2a   Evaluate behaviours and business decisions using the relevant legal and ethical frameworks.

Transferable and Professional Skills

T1a   Apply problem-solving skills to predefined scenarios.

T2a   Display a developing technical proficiency in written English and an ability to communicate clearly and accurately in structured and coherent pieces of writing.

T3a   Manage stakeholder relationships and work with others.

Teaching And Learning

This is an e-learning course, taught throughout the year.

Teaching and learning strategies for this course will include:

● Online seminars for small group discussion

● Online informal discussion groups

● Online learning

● Online assessment

Course information and supplementary materials will be available on the University's Virtual Learning Environment (VLE).

Learners are required to attend and participate in all the formal and timetabled sessions for this course. Learners are also expected to manage their self-directed learning and independent study in support of the course.

The course learning and teaching hours will be structured as follows:

● Off-the-job learning and teaching (6 days x 7 hours) = 42 hours

● On-the-job learning (12 days x 7 hours) = 84 hours (e.g. 2 days per week for 6 weeks)

● Private study (4 hours per week) = 24 hours

Total = 150 hours

Workplace assignments (see below) will be completed as part of on-the-job learning.

Assessment

Formative

Learners will be formatively assessed during the course through regular quizzes to gradually build and ensure learning outcomes are met. These will not count towards the final degree but will provide learners with developmental feedback.

Summative

AE	Assessment Type	Weighting	Duration	Length
1	Examination	100%	2 hours	N/A

Feedback

Learners will receive formal feedback in a variety of ways: written (via email correspondence); oral and indirectly through discussion during group tutorials. Learners will also attend a formal meeting with their Success Manager and Employer. These tri-partite reviews will monitor and evaluate the learner's progress.

Feedback is provided on summatively assessed assignments and through generic internal examiners' reports, both of which are posted on the VLE.

Indicative Reading

Note: Comprehensive and current reading lists for courses are produced annually in the Course Guide or other documentation provided to Learners; the indicative reading list provided below is used as part of the approval/modification process only.

Books

Taylor, S., (2023) **Resourcing and Talent Management: The Theory and Practice of Recruiting and Developing a Workforce**, 9th edition. London: Kogan Page.

Armstrong, M. and Taylor, S., (2023) **Armstrong's Handbook of Human Resource Management Practice**, 16th edition. London: Kogan Page.

Indicative Topics

Learners will study the following topics:

● Recruitment and building talent pools

● Employee retention and employee engagement

● Life-long learning, training, and career development

- Performance management

- Diversity, Equity and Inclusion, and the legal framework

- Leadership development and succession planning

Version History

Title: LBUSI4294A Organisational and Talent Management					
Approved by: Academic Board					
Location: Academic Handbook/Programme Specifications and Handbooks/Undergraduate Apprenticeship Programmes/ BSc (Hons) Applied Accounting and Finance/ Course Descriptors					
Version number	Date approved	Date published	Owner	Proposed next review date	Modification (As per AQF4) & category number
24.1.0	October 2024	January 2025	Dr Sanjay Bhowmick	October 2029	