MGMT H3357: People Management Skills (Sports)

Module Title:	People Management Skills (Sports)
Language of Instruction:	English

Credits:	5

NFQ Level:	7

Module Delivered In	6 programme(s)

Teaching & Learning Strategies:	The learning outcomes will be achieved through the following teaching methodologies: Lectures - communication of knowledge and ideas from the lecturer to the student. Students will be encouraged to engage in active discussion of material during lectures; Problem Solving Exercises – students will work as individuals and as part of a team to develop solutions to problems.; Class Discussion/Case Studies – All classes will involve active engagement and discussion with the material; E-Learning – It is envisaged that the module will be supported with on-line learning materials; Self-Directed Independent Learning – the emphasis on independent learning will develop a strong and autonomous work and learning practices. Students will receive formative feedback.

Module Aim:	The aims of the module is to encourage students to develop their understanding of human resource management and people management skills in sports organisations. Students will gain an insight into how to manage and motivate people towards key goals and objectives. Students will gain a greater awareness of themselves and how to plan out their career while taking into account their own preferences and styles. Students will gain an insight into key management development skills and how to take the step into management. Students are expected to attend lectures, engage in self-reflective exercises, prepare for and contribute to class discussions.

Learning Outcomes	
On successful completion of this module the learner should be able to:	
LO1	Describe, analyse and explain the core functions of Human Resource Management (HRM)
LO2	Develop self awareness and understanding of own people management style and skills
LO3	Outline and discuss ways to successfully manage and motivate people in different business and sporting contexts.

Pre-requisite learning
Module Recommendations *This is prior learning (or a practical skill) that is recommended before enrolment in this module.*
No recommendations listed
Incompatible Modules *These are modules which have learning outcomes that are too similar to the learning outcomes of this module.*
No incompatible modules listed
Co-requisite Modules
No Co-requisite modules listed
Requirements *This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed.*
No requirements listed

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Module Content & Assessment

Indicative Content
Introduction to HRM and People Management Define and explain HRM and the key components of people management. Consider how this has evolved over time. Identify importance of understanding concepts for successful management. HRM in a sporting context. Developing Management skills.
HRM in Sporting Organisations 1. Resourcing: Recruitment and selection, retention and turnover; 2. Performance Management and Appraisals; 3. Reward Management; 4. Training and Development; 5. Job Design
Developing Management Skills 1. Motivating others; 2. Problem Solving and Decision Making; 3. Building Relationships; 4. Building Effective Teams and Teamwork; 5 Managing the Psychological Contract; 6. Creating a Culture
Managing Yourself and PDP An introduction to continuing professional development and personal development planning; establishing your vision of success; career development; managing and planning your career. Developing self-awareness
Skills Development Communication and Presentation Skills;

Assessment Breakdown	%
Continuous Assessment	100.00%

Continuous Assessment

Assessment Type	*Assessment Description*	*Outcome addressed*	*% of total*	*Assessment Date*
Other	Examination/Essay/Group Project/Presentation/Case studies- Example - Carry out own self evaluation and map out a career pathway - review strengths and weaknesses towards same and presentation.	2	40.00	Week 9
Other	Examination/Essay/Group Project/Presentation/Case studies - example - review of core HRM functions in a sporting organisation and the benefits of people management	1,3	60.00	Week 12

No Project

No Practical

No End of Module Formal Examination

SETU Carlow Campus reserves the right to alter the nature and timings of assessment

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Module Workload

Workload: Full Time		
Workload Type	*Frequency*	*Average Weekly Learner Workload*
Lecture	Every Week	3.00
Independent Learning Time	Every Week	6.00
	Total Hours	9.00

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBSMC_B	Bachelor of Arts (Honours) in Sport Management and Coaching	5	Mandatory
CW_BBSOC_D	Bachelor of Arts in Sport Coaching and Business Management (Football)	5	Mandatory
CW_BBGAA_D	Bachelor of Arts in Sport Coaching and Business Management (GAA)	5	Mandatory
CW_BBRUG_D	Bachelor of Arts in Sport Coaching and Business Management (Rugby)	5	Mandatory
CW_BBSBC_D	Bachelor of Arts in Sport, Business and Coaching	5	Mandatory
CW_BBSBC_B	Bachelor or Arts (Honours) in Sport, Business and Coaching	5	Mandatory