C10CW: The Contemporary Workforce

**COURSE DETAILS**
- **Course Code:** C10CW
- **Full Course Title:** The Contemporary Workforce
- **SCQF Level:** 10
- **SCAF Credits:** 15
- **Available as Elective:** Yes

**DELIVERY LEVEL**
- **Undergraduate:** Yes
- **Postgraduate Taught:** No
- **Postgraduate Research:** No

**COURSE AIMS**

- Develop understanding of the issues affecting the contemporary workforce
- Develop critical awareness of the main theories and drivers of the contemporary workforce
- Encourage the identification and evaluation of organisational strategies for accommodating the dynamics of a changing workforce.
- Assess the challenges and the opportunities for organisations in managing the contemporary workforce
- Develop understanding of the methodological issues associated with researching the contemporary workforce and its needs
- To provide a broad base for students who progress to semester 2 elective HRM courses: C10DI (Diversity management) and C10LT (Changing trends in employment) while providing depth on topics covered in less detail on these courses, for example, disability, social mobility and changing family structures
LEARNING OUTCOMES – SUBJECT MASTERY

Students should be able to:

- define and explain the issues affecting the contemporary workforce
- have a critical understanding of the contemporary workforce and the underlying theoretical concepts
- critically evaluate organisational strategies for addressing the dynamic needs of the contemporary workforce
- demonstrate a critical awareness of the methodological challenges for investigating the contemporary workforce

Students should be able to:

- demonstrate an ability to independently research one aspect of the issues salient to the contemporary workforce
- demonstrate the ability to effectively analyse and research complex themes through essays and classroom discussions

LEARNING OUTCOMES – PERSONAL ABILITIES

Students should be able to

- demonstrate an awareness of and critical appreciation of the challenges in managing the contemporary workforce
- use evidence to identify potential organisational strategies for managing the contemporary workforce

Students should be able to

- work independently
- work effectively in small groups
- manage their own work and time

Students should be able to

- effectively communicate using both written and verbal means to a range of audiences
- use a range of ICT to effectively communicate their ideas
The syllabus will cover a range of issues affecting the contemporary workforce. An indicative syllabus is:

- Theoretical underpinnings of the contemporary workforce, for example, intersectionality
- Demographic dynamics, for example, disability, ageing, LGBT
- Changing family structures and implications for organisations, for example, reproductive technologies, blended families
- Appearance, embodiment and the performance of professional identity
- The representation of the contemporary workforce in the media and the implications for employees and organisations

**COURSE RELATIONSHIPS**

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<th>Course Code</th>
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<th>Title</th>
<th>School</th>
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<td>C18HM</td>
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<td>Human Resource Management</td>
<td>School of Mgmt &amp; Languages</td>
<td>Pre-Requisite</td>
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**LOCATION AND ASSESSMENT METHODS**

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