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
SYLLABUS

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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LOCATION AND ASSESSMENT METHODS

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