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

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<th>Undergraduate:</th>
<th>Yes</th>
<th>Postgraduate Taught:</th>
<th>No</th>
<th>Postgraduate Research:</th>
<th>No</th>
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</thead>
</table>

Additional Information:  
Course is approved for delivery at Edinburgh, Dubai and Malaysia campuses however not currently running in Dubai.

### 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
C10CW The Contemporary Workforce

- 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

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Level</th>
<th>Title</th>
<th>School</th>
<th>Type</th>
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<tbody>
<tr>
<td>C18HM</td>
<td>8</td>
<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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