

## Unit HSC405: Managing People in Health and Social Care

Unit code: L/505/9507

RQF level: 4

### Aim

The aim of this unit is to enable learners to understand the processes involved in the recruitment, management and development of people in the health and social care workplace.

In this unit learners will investigate the processes involved in the management of individuals in the health and social care workplace and how to facilitate change in the organisation.

### Learning Outcomes and Assessment Criteria

Learning outcomes	Assessment criteria
To achieve this unit a learner must be able to:	Assessment of these outcomes demonstrates the learner can:
1. Evaluate the processes for recruiting individuals to work in health and social care.	1.1 Evaluate the factors involved in planning for recruitment. 1.2 Evaluate the recruitment process with links to legislation and policy.
2. Explain the systems for monitoring and promoting the development of teams working in health and social care.	2.1 Explain the process of team development. 2.2 Discuss different types of teams found in Health and social care. 2.3 Explain the role of appraisal in developing team members.
3. Analyse the process of change management and how to implement change successfully	3.1 Discuss factors that drive change in an organisation. 3.2 Analyse 2 models of change commonly used in health and social care. 3.3 Analyse potential barriers to change and how to overcome them.

## **Suggested Resources**

Armstrong, M and Taylor, S (2014) Armstrong's handbook of Human Resource Management Practice 13<sup>th</sup> Ed London, Kogan Page

Bratton, J and Gold, J (2012) Human Resource Management: Theory and Practice 5<sup>th</sup> Ed Palgrave Macmillan

Burnes, B (2009) Managing Change (5<sup>th</sup> edition) Prentice Hall

Kew, J and Stredwick, J (2013) Human resource management in Context-3<sup>rd</sup> ed

<http://www.cipd.co.uk> (Chartered Institute of Personnel Development- in particular their factsheets).

[www.personneltoday.com](http://www.personneltoday.com)