IB2C7-15 The Transformed Workplace: Managing in the Digital Era

21/22

Department
Warwick Business School
Level
Undergraduate Level 2
Module leader
Camilla MacLean
Credit value
15
Module duration
10 weeks
Assessment
100% coursework
Study location
University of Warwick main campus, Coventry

Description

Introductory description

This module is available as an elective for both WBS and non-WBS students and Exchange students.
The rapid acceleration of new digital technologies in the workplace commensurate with the expansion of new working patterns requires deeper managerial understanding of how the “fourth industrial revolution” affects and shapes work organisation. Advancement in digital and social technologies are shaping and changing the organisation of the workplace, as well as the nature and meaning of work. As such, students will have the opportunity to explore a digitally transformed landscape of work. Students will analyse the opportunities, as well as debate the risks, of the digital workplace and, in doing so, further develop their critical thinking skills.

Module web page

Module aims

This course focuses on the digital transformations taking place in contemporary workplaces and will offer students:

- A multi-perspective analysis of digital technologies increasingly used in the organisation of

work;
- Tools to navigate the world of work as employees, managers, and entrepreneurs;
- Understand how the acceleration in technological change impact the design, sustainable development, ethical, and strategic dimensions of work;
- In-depth analysis of management theories in relation to contemporary digital workplace developments;
- Use of gamification, high-profile examples, and case studies of managerial practice to better understand the legal and managerial effects of digital technologies on the workplace.

Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

The ‘Digital Workplace’

- Theories of work and management.
- Human capital theory in the digital era.
  Algorithmic Technologies in the Workplace: Opportunities and Challenges
- AI decision-making and the changing relationship between managers and employees.
- Ethics and the use of artificial intelligence and data analytics in workplaces.
- Impact of robotization and task automation on the future of work.
  Management for the Digital Age
- Exploring digital technologies: the design, implementation and promotion of data-driven management practices.
- Utilising technologies in sustainable and responsible employing organisations.
- Opportunities and implications for management in relation to technology in diverse business organisations, including start-ups, entrepreneurs, and the self-employed.
  Digitalisation, Inclusion, and Diversity
- Impact of new technologies and new forms of organising on diversity and inclusion
  Employment status and the new platform economy e.g. found in platform work, crowdwork and Elancing.
  Legal Implications of a Digitalised Workplace
- Changing workplace regulation (e.g. Data Protection).
- Surveillance, privacy, and regulation of technology in the workplace (e.g. Article 22 GDPR).
- Working From Home: implications for the intersection of professional and personal.
  The future of work: Digital Practices and Changing Workplace Demographics
- Technology and the trajectory of automation’s impact on future employment.
- New work practices in response to environmental and sustainability challenges (e.g. SDG 8).
- Young workers and the new normal of the digital workplace.

Learning outcomes

By the end of the module, students should be able to:

- Understand key drivers, current practices and implications of digital technologies in the workplace.

- Recognise and assess the mediating effect of the legal and economic context on the implications of digitally-based innovations at work.
- Understanding of the legal dimensions of digital transformations.
- Applications of theories to practical cases.
- Critical thinking in relation to the multi-stakeholder perspective in decision making and implementation of technology in organisations.
- Personal reflection on contemporary technological developments within broader legal, business and management contexts.

Indicative reading list

Adler PS, du Gay P, Morgan G and Reed M (2014) The Oxford Handbook of Sociology, Social theory and organisational studies, Oxford University Press.
Bardhan A et al (2013) The Oxford Handbook of offshoring and global employment, Oxford University Press.
Blackman A et al (2019) (eds) Theorising Labour Law in a Changing World. Towards inclusive labour law, Hart.
Bondarouk T and Fisher S (2020) Encyclopedia of Electronic HRM, De Gruyter Oldenbourg.
BiliÄ P et al (2018) Technologies of labour and the political of contradictions, Palgrave Macmillan.
Edoardo A (2018) Working in Digital and Smart Organisations: Legal, Economic and Organisational Perspectives on the Digitalization of Labour Relations, Palgrave Macmillan.
EIGE (2020) Gender Equality Index 2020: Digitalisation and the Future of Work. Vilnius: European Institute for Gender Equality.
Fleming, P. (2019) Robots and Organization Studies: Why Robots Might Not Want to Steal Your Job, Organization
Studies, 40(1), 23–37.
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Subject specific skills

Critically analysis of the effects of digital technologies from a multi-stakeholder perspective.
Evaluation of the complexities of digitally mediated work-related design and decision-making processes within organisations.

Transferable skills

Analytical and debating skills in oral communication;
Develop critical thinking and writing skills;
Critically evaluate ideas and practices in relation to the digital transformation of business

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Study

Study time

Type	Required
Lectures	10 sessions of 2 hours (13%)
Seminars	9 sessions of 1 hour (6%)
Private study	48 hours (32%)
Assessment	73 hours (49%)
Total	150 hours

Private study description

Private Study.

Costs

No further costs have been identified for this module.

Assessment

You do not need to pass all assessment components to pass the module.

Assessment group A

	Weighting	Study time
Individual Assignment (15 CATS)	70%	51 hours
Reflection Log 1 (15 CATS) E-learning reflection log submission.	15%	11 hours
Reflection Log 2 (15 CATS) E-learning reflection log submission.	15%	11 hours

Feedback on assessment

Feedback via my.wbs.

Availability

Courses

This module is Optional for:

- UIBA-N20B BSc in Management
  - Year 2 of N20B Management

    - Year 2 of N20B Management
    - Year 2 of N23K Management with Accounting
    - Year 2 of N234 Management with Digital Business
    - Year 2 of N235 Management with Entrepreneurship
    - Year 2 of N232 Management with Finance
    - Year 2 of N252 Management with Marketing
    - Year 2 of N23L Management with Strategy and Organisation
- Year 1 of UIOA-VEU Undergraduate EU Visiting
- Year 2 of UGEA-RN21 Undergraduate German and Business Studies
- Year 2 of UIPA-L8N1 Undergraduate Global Sustainable Development and Business
- Year 2 of UIBA-N1RA Undergraduate International Business with French
- Year 2 of UIBA-N1RB Undergraduate International Business with German
- Year 2 of UIBA-N1RC Undergraduate International Business with Italian
- Year 2 of UIBA-N1RD Undergraduate International Business with Spanish
- UIBA-N20F Undergraduate International Management
    - Year 2 of N20F International Management
    - Year 2 of N20F International Management
    - Year 2 of N20S International Management (with Accounting)
    - Year 2 of N20T International Management (with Chinese)
    - Year 2 of N20P International Management (with Entrepreneurship)
    - Year 2 of N20M International Management (with Finance)
    - Year 2 of N20U International Management (with French)
    - Year 2 of N20L International Management (with Marketing)
    - Year 2 of N20V International Management (with Spanish)
    - Year 2 of N20W International Management (with Strategy and Organisation)
    - Year 2 of N20N International Management with Digital Business
    - Year 2 of N20E Management (with Foundation Year)
    - Year 2 of N234 Management with Digital Business
- UIBA-N20E Undergraduate Management (with Foundation Year)
    - Year 3 of N20E Management (with Foundation Year)
    - Year 3 of N23N Management with Accounting (with Foundation Year and Placement Year)
    - Year 3 of N23M Management with Accounting (with Foundation Year)
    - Year 3 of N23E Management with Digital Business (with Foundation Year)
    - Year 3 of N23F Management with Entrepreneurship (with Foundation Year)
    - Year 3 of N23D Management with Finance (with Foundation Year)
    - Year 3 of N252 Management with Marketing
    - Year 3 of N254 Management with Marketing (with Foundation Year)
    - Year 3 of N23P Management with Strategy and Organisation (with Foundation Year)
- UIOA-VOS Undergraduate Overseas Visiting
    - Year 1 of UVOS Undergraduate Overseas Visiting
    - Year 1 of UVOS Undergraduate Overseas Visiting