

Liverpool John Moores University

Title: Managing People and Performance
Status: Definitive
Code: **4002LBCDA** (125328)
Version Start Date: 01-08-2021

Owning School/Faculty: Leadership and Organisational Development
Teaching School/Faculty: Leadership and Organisational Development

Team	Leader
Susan Barry	Y

Academic Level: FHEQ4
Credit Value: 30
Total Delivered Hours: 60
Total Learning Hours: 300
Private Study: 240

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Online	30
Placement	10
Workshop	20

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report 1	2000 word report to review recruitment and HR policies on talent and performance management	50	
Report	Report 2	2000 word report on the importance of people management and performance in the workplace	50	

Aims

This module aims to help the students gain the knowledge and skills required to

develop performance through people, understand the interaction between policy and practice, from recruitment to managing and developing people.

Learning Outcomes

After completing the module the student should be able to:

- 1 Demonstrate and understanding and communicate knowledge of HR theory and practice, including legal, health & safety and well-being aspects.
- 2 Develop and communicate successful performance management interventions
- 3 Identify and explain inclusive talent management approaches and how this can be used to recruit, manage, and develop people

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

2000 word report to review rec	1	2	3
2000 word report on the import	2	3	

Outline Syllabus

Introduction to HR theory and practice
Identifying talent requirements within an organisational context
Retention and engagement for talent management
Developing talent for the future
Managing performance in organisations
Goal setting theories and models
Delegation
Influencing others
Motivation theories & practice
Leading teams to high performance working
Build and motivate teams
Devising and implementing performance review
Conflict resolution & negotiation
Concepts and basis of employment legislation
Health and safety and wellbeing requirements

Learning Activities

Participative workshops integrating theory, idea, skills development and reflection on practice. Action learning groups and modelling of coaching processes develop practice and reflection. Workplace learning activities between workshops enable skills to be applied, and experience to be gained. Skills support and assessment tools on-line, with guided learning activities to apply learning in the workplace.

Notes

Formative assessment will take place at stages towards the report submission.