

# Managing People and Performance

## Module Information

2022.01, Approved

### Summary Information

Module Code	4002LBCDA
Formal Module Title	Managing People and Performance
Owning School	Leadership and Organisational Development
Career	Undergraduate
Credits	30
Academic level	FHEQ Level 4
Grading Schema	40

### Teaching Responsibility

LJMU Schools involved in Delivery
Leadership and Organisational Development

### Learning Methods

Learning Method Type	Hours
Online	30
Placement	10
Workshop	20

### Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-MTP	MTP	January	12 Weeks

### Aims and Outcomes

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.
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**After completing the module the student should be able to:**

### Learning Outcomes

Code	Number	Description
MLO1	1	Demonstrate and understanding and communicate knowledge of HR theory and practice, including legal, health & safety and well-being aspects.
MLO2	2	Develop and communicate successful performance management interventions
MLO3	3	Identify and explain inclusive talent management approaches and how this can be used to recruit, manage, and develop people

### Module Content

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
Module Overview	This module aims to help you to 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.
Additional Information	Formative assessment will take place at stages towards the report submission.

### Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	2000 word report to review rec	50	0	MLO1, MLO2, MLO3
Report	2000 word report on the import	50	0	MLO2, MLO3

### Module Contacts

#### Module Leader

Contact Name	Applies to all offerings	Offerings
Susan Barry	Yes	N/A

#### Partner Module Team

Contact Name	Applies to all offerings	Offerings
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