

Summary Information

Module Code	4003LODDA
Formal Module Title	People management in practice
Owning School	Leadership and Organisational Development
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 4
Grading Schema	40

Module Contacts

Module Leader

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

Module Team Member

Contact Name	Applies to all offerings	Offerings
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Partner Module Team

Contact Name	Applies to all offerings	Offerings
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Teaching Responsibility

LJMU Schools involved in Delivery
Leadership and Organisational Development

Learning Methods

Learning Method Type	Hours
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Online	4
Placement/Practice	4
Workshop	32

Module Offering(s)

Offering Code	Location	Start Month	Duration
JAN-MTP	MTP	January	12 Weeks

Aims and Outcomes

Aims	This module aims to develop apprentices understanding of the role of human resources management and line managers in managing and developing people. Apprentices will be introduced to a range of theories and practice of human resource management, to focus on how to recruit, manage and develop people using inclusive talent management approaches. To be able to effectively manage performance and use HR systems and processes to ensure legal requirements, health and safety and well-being are met.
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Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Appraise the effectiveness of organisational strategies to recruit, train and manage the performance of staff in the context of theory and practice.
MLO2	Define how HR systems and processes ensure legal requirements, health & safety, and well-being needs are met in organisations.
MLO3	Explain the role of line managers in supporting HR strategy and processes.

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 Devising and implementing performance review Conflict resolution & negotiation Concepts and basis of employment legislation Health and safety and wellbeing requirements

Module Overview

Additional Information

Module to introduce apprentices to learning and begin development of both personal and management skills. DA standards (knowledge) H1 Knows how to recruit, manage and develop people, using inclusive talent management approaches H2 Knows how to use HR systems and processes to ensure legal requirements, H&S, and well-being needs H3 Knows how to set goals and manage performance DA standards (skills) A4 Develops and delivers operational plans; being able to set targets and KPIs, manage resources, and monitor and measure outcomes to establish operational effectiveness, efficiencies and excellence B3 Can plan, organise and manage resources in order to achieve organisational goals H5 Is able to delegate to others, provide clear guidance and monitor progress H6 Has the ability to set goals and accountabilities DA standards (Behaviours) M4 Sets an example, and is fair, consistent and impartial; Operates within organisational values and adheres to the requirements of relevant professional bodies

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Portfolio	3500 word portfolio	100	0	MLO3, MLO2, MLO1