

Liverpool John Moores University

Title: BUSINESS AND FINANCE FOR HR PRACTITIONERS
Status: Definitive
Code: **4004BUSHR** (117394)
Version Start Date: 01-08-2017

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
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Academic Level: FHEQ4 **Credit Value:** 24 **Total Delivered Hours:** 78

Total Learning Hours: 240 **Private Study:** 162

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Practical	78

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Bus Growth	Business and growth plan	100	

Aims

Awareness of business and financial planning with particular respect to HR activities
An understanding of the economic environment and the impact of interest rates, inflation, exchange rates etc
Legal forms of business - sole traders, partnerships etc
Supply and demand of labour and the labour market
Budget compilation and development - particularly with reference to training budgets
Financial modelling using EXCEL
Understanding of accounting practice

*Understanding of return on investment, financial risk assessment and management
Marketing the value of the HR function*

Learning Outcomes

After completing the module the student should be able to:

- 1 Prepare and present a business plan incorporating market and environmental analysis
- 2 Prepare financial plan or master budget and basic financial statements
- 3 Use knowledge of legal forms of business, organisational structures, legal, marketing and financial information to understand and support business decision making
- 4 Prepare financial and business case models and undertake " What if" analysis and sensitivity analysis to aid decision making and risk assessment

Learning Outcomes of Assessments

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

Business and growth plan 1 2 3 4

Outline Syllabus

*Business economic environment
Environmental scanning and analysis
The economy and its impact on business including recession
Business planning reflecting the environment
Forecasting business flows and costs
Preparation of budgets and financial statements
Budgets as a control and management tool
Break even analysis
Return on investment
Understanding of accounts and accounting practice
Dragons Den - Presenting a business case to secure venture capital
Legal forms of business
Evaluating different sources of finance
Financial risk analysis
Financial modelling using EXCEL - what if analysis
Outsourcing and procurement assessment
Financial and organisational structures within differing forms of business
Analysis of demand for labour
Sources of labour supply
Accessing the labour market
Developing a marketing plan
Marketing policies
Marketing the value of the HR function
Human capital accounting
Controlling budgets*

Learning Activities

Workshops to promote understanding of course materials
Practicals supporting the delivery of reports, budgets, spreadsheets etc
Presentations of business reports
Dragons den presentation seeking business capital
Wrkshops and seminars to support business growth reporting

Notes

The course provides an introduction to the world of finance economics and management to non financial students with a particular focus on the needs of students in HR