

Summary Information

Module Code	4140LBSHR
Formal Module Title	HR in the Business Context
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 4
Grading Schema	40

Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Learning Methods

Learning Method Type	Hours
Workshop	33

Module Offering(s)

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

Aims and Outcomes

Aims	This module will use 'lived history' case studies to demonstrate how history and sociology has impacted on HR practice and employee legislation. It will recognise the significance of the EU, UK government, trade union and employers and how they have historically shaped the contemporary employment relationship. It will explore how politics has sculptured HR practice over the decades and review who the key actors/agencies are. This will cover the differing influences opposing political parties have had on the UK and EU and how this has impacted on organisations, HR and the population
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Describe political, environmental, social and technological trends and how they shape and impact on organisational and HR strategies and practice
MLO2	2	Explain government, EU policy and legal regulation and how these shape and impact on key stakeholders and HR strategies and practice
MLO3	3	Identify the role of values and ethics in the context of HRM

Module Content

Outline Syllabus	<p>Concepts of work in history of social change Governments; actors, stakeholders and agencies and the impact these have on organisations and HR The external business environment and the relationship with business and HR strategy The significance of the EU to organisations and HR. Opposing political parties and the influences on HR The role of trade unions and employers in shaping the employment relationship Organisation structure, function and HR. The formation and growth of employee voice, involvement and participation Organisational Culture and Ethics Individual reformers who have championed changing attitudes in the workplace</p>
Module Overview	
Additional Information	An opportunity to learn about the context of HR through lived histories, exploring the development of relationships between UK and EU member states and how social, political, economic and legal factors impact on role and function of HR.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Presentation	Group Presentation	100	0	MLO1, MLO2, MLO3

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Jane Eme-Power	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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