

Module Information

2022.01, Approved

Summary Information

Module Code	4150BUSHR
Formal Module Title	Social, Political, Economic and Legal Context of HR
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
Online	11
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, state, 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 are the key actors/agencies. 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	Identify and outline the role played by institutional actors in the labour market
MLO2	2	Recognise the significance of the EU, state, trade union and employers and how they have historically shaped the contemporary employment relationship
MLO3	3	Use theoretical knowledge and lived histories in interpreting labour market and employment related issues in the context of social, political, economic and legal environment

Module Content

Outline Syllabus	Introduction: concepts of work in history of social change Governments; actors, stakeholders and agencies and the impact these have on organisations and HR Opposing political parties and the influences on HR The significance of the EU to organisations and HR. The formation and growth of employee voice The role of trade unions and employers in shaping the employment relationship The role of the individuals in influencing working conditions Individual reformers who have championed changing attitudes in the workplace
Module Overview	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, state, 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 are the key actors/agencies.
Additional Information	An opportunity to learn about the context of HR through lived histories

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Test	Test	30	0	MLO1, MLO2, MLO3
Presentation	Group Presentation	70	0	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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