

**Summary Information**

<b>Module Code</b>	4525NCCG
<b>Formal Module Title</b>	Human Resources
<b>Owning School</b>	Business and Management
<b>Career</b>	Undergraduate
<b>Credits</b>	20
<b>Academic level</b>	FHEQ Level 4
<b>Grading Schema</b>	40

**Module Contacts****Module Leader**

<b>Contact Name</b>	<b>Applies to all offerings</b>	<b>Offerings</b>
Graham Sherwood	Yes	N/A

**Module Team Member**

<b>Contact Name</b>	<b>Applies to all offerings</b>	<b>Offerings</b>
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**Partner Module Team**

<b>Contact Name</b>	<b>Applies to all offerings</b>	<b>Offerings</b>
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**Teaching Responsibility**

<b>LJMU Schools involved in Delivery</b>
LJMU Partner Taught

## Partner Teaching Institution

Institution Name
Nelson and Colne College Group

## Learning Methods

Learning Method Type	Hours
Lecture	48

## Module Offering(s)

Offering Code	Location	Start Month	Duration
JAN-PAR	PAR	January	12 Weeks
SEP-PAR	PAR	September	12 Weeks
SEP_NS-PAR	PAR	September (Non-standard start date)	12 Weeks

## Aims and Outcomes

<b>Aims</b>	The modules considers the techniques used in human resource management to maximise employee contribution to gain competitive advantage. The importance of training and development will be covered to extend the skills based of an organisation. Students will develop an understanding of the importance of being a flexible organisation with a flexible work force. Job design and recruitment will be discussed as well as different reward systems.
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## Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Explain the purpose of Human Resource Management in resourcing an organisation to fulfil business objectives.
MLO2	Evaluate the effectiveness of the key elements of Human Resource Management in an organisation.
MLO3	Analyse internal and external factors affecting decision making of Human Resource Management.
MLO4	Apply Human Resource management practices to a work related context.

## Module Content

### Outline Syllabus

Functions of HRM  
Best fit v best practice  
Workforce planning  
Analysis of turnover, stability and retention  
Job descriptions, person specifications and competency frameworks  
Reward management; intrinsic and extrinsic, motivational theory  
Performance and reward  
Building and maintaining employee relations  
Employment law and ethical responsibilities  
Recruitment and selection process

### Module Overview

### Additional Information

### Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Report	Case Study Analysis	50	0	MLO4, MLO2
Report	Assignment	50	0	MLO3, MLO1