

Liverpool John Moores University

Title: HUMAN RESOURCES
Status: Definitive
Code: **4525NCCG** (129530)
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management
Teaching School/Faculty: Nelson Campus, Nelson and Colne College

Team	Leader
Alistair Beere	

Academic Level: FHEQ4
Credit Value: 20
Total Delivered Hours: 48
Total Learning Hours: 200
Private Study: 152

Delivery Options

Course typically offered: S1, S2 and NS2 (S2 for Jan)

Component	Contact Hours
Lecture	48

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Case Study	Case Study Analysis	50	
Report	Assignment	Assignment	50	

Aims

The module 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.

Learning Outcomes

After completing the module the student should be able to:

- 1 Explain the purpose of Human Resource Management in resourcing an organisation to fulfil business objectives.
- 2 Evaluate the effectiveness of the key elements of Human Resource Management in an organisation.
- 3 Analyse internal and external factors affecting decision making of Human Resource Management.
- 4 Apply Human Resource management practices to a work related context.

Learning Outcomes of Assessments

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

Case Study Analysis	2	4
Assignment	1	3

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

Learning Activities

These will not normally be traditional didactic lectures in which the student plays little active part, but will be delivered in small groups of up to 20 students in which their interaction with their tutor is a key ingredient of their learning experience.

Students will receive approximately 30 hours of taught material, supported by in-class exercises and discussions designed to help student assimilate learning and to provide early informal feedback on their progress.

Independent Study

Students are expected to undertake personal reading and research into topic areas that have been stimulated from the lectures and seminars. This reading will enhance their academic work and enable valid contribution to lectures and seminars.

VLE support

This will provide links to academic web-sites and on-line journals, facilitate group

discussion outside of the classroom, access to outline lecture notes, and provide students with assessment details.

Notes

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