

## Liverpool John Moores University

Title: PRINCIPLES OF HRM  
Status: Definitive but changes made  
Code: **5000BUSHM** (108161)  
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School  
Teaching School/Faculty: Liverpool Business School

Team	Leader
Peter Cureton	Y

**Academic Level:** FHEQ5  
**Credit Value:** 12.00  
**Total Delivered Hours:** 26.00  
**Total Learning Hours:** 120  
**Private Study:** 94

### Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	26.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual coursework relating hrm theory to organisational practice	100.0	

### Aims

*To introduce key concepts of people management and to explore the role of line and HR managers in Best Practice approaches to human resource management.*  
*To illustrate the relationship between effective Human Resource Management (HRM) and organisational success.*  
*To show awareness of theory and practice in HRM and to recognise the role of the professional body (CIPD) in disseminating good practice in people management.*

### Learning Outcomes



<b>Publisher</b>	Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Torrington D, Hall L and Taylor S
<b>Publishing Year</b>	2008
<b>Title</b>	Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	7th
<b>Publisher</b>	Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Armstrong M
<b>Publishing Year</b>	2009
<b>Title</b>	A Handbook of HRM practice
<b>Subtitle</b>	
<b>Edition</b>	11th
<b>Publisher</b>	Kogan Page
<b>ISBN</b>	

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## Notes

The module will introduce students to current issues in employment and Human Resource Management. Workshops allow students the opportunities to related life experience and case study material to theoretical concepts and to actively question the material being considered. Workshops are constructed to deliver a range of learning materials including practical tasks and role plays and the students learn to present their views and experience to the wider group.

Formative feedback is continuous through the workshop process relating to the tasks and discussion set. Formative feedback is also offered through the workshops in week 7 or 8 when students show their progress on the coursework via presentation, poster or other relevant medium.

The module lays the foundations for further study in Human Resource Management

World of Work Skills Assessment

A1 Identifies potential problems, issues and risks, identifying alternative courses of action and recommends a solution

A2 Seeks out and uses all relevant available information and identifies strengths and weaknesses in arguments/situations

A3 Relates and compares information from several sources reviewing evidence before coming to a conclusion

D2 Structures information appropriately with clear introduction and conclusion

D3 Content of a range of document types/media items is easily understood and fit for

purpose

D4 Spelling punctuation grammar and presentation are of the appropriate standard

D5 Demonstrates a variety of vocabulary style and tone according to the recipient/audience