

Liverpool John Moores University

Title: LEADERSHIP, MOTIVATION AND PERFORMANCE
Status: Definitive
Code: **5000BUSHR** (116632)
Version Start Date: 01-08-2011

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

Team	Leader
Maureen Royce	Y

Academic Level: FHEQ5
Credit Value: 12.00
Total Delivered Hours: 28.00

Total Learning Hours: 120
Private Study: 92

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	28.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Report	100.0	

Aims

The module will provide the knowledge requirements of the CIPD Diploma Intermediate Standards equipping students with the academic content required to achieve Associate Membership CIPD.

Learning Outcomes

After completing the module the student should be able to:

- 1 Build conceptual models of High Performance Working and recognize differing

- delivery options appropriate to context.
- 2 Develop leadership and change management policies for line managers, teams and individuals to promote achievement of organizational objectives.
 - 3 Recognise the impact of environmental factors on the value of HR and performance management.
 - 4 Identify and utilize appropriate tools to measure the contribution and value of a high performing culture.

Learning Outcomes of Assessments

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

Individual assignment 1 2 3 4

Outline Syllabus

Purpose of HR objectives in organizations
Achievement of organizational objectives through line management, team and individual
Impact of leadership on motivation and performance
Measurement, contribution and value added concepts in managing performance
High Performance Working – a framework
Business case for High Performance working
Developing communities to create HPW culture
Building sustainability into Performance Management
Ethics and emotions in leadership and motivation

Learning Activities

Block release days with action learning content to build confidence in understanding professional behaviours linked to CIPD HR professional mapping. Students will be encouraged to develop work based evidence base alongside the academic study. Case and role play activities will allow students to set academic work in a real world context. Discussion board on BB will support students in contextualizing the work in diverse settings.

References

Course Material	Book
Author	Williams, R S
Publishing Year	2003
Title	Managing Employee Performance Design and Implementation in Organisations
Subtitle	
Edition	
Publisher	Thomson Learning

ISBN	
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Course Material	Book
Author	Price, A
Publishing Year	2007
Title	Human Resource Management in a Business Context
Subtitle	
Edition	
Publisher	3rd edition, Thompson
ISBN	

Course Material	Book
Author	ARMSTRONG, M
Publishing Year	2009
Title	Armstrong's Handbook of Human Resource Management Practice
Subtitle	
Edition	
Publisher	Kogan Page
ISBN	

Notes

The module follows the curriculum for the CIPD Intermediate standard knowledge requirement.

In addition to the normal workshops there will be two half day preparation for assessment and assessment skills blocks to support student learning.