

Liverpool John Moores University

Title: Human Resource Management - CIPD Intermediate Level Standards
Status: Definitive
Code: **5000LBSCD** (118756)
Version Start Date: 01-08-2017

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
Peter Cureton	Y

Academic Level: FHEQ5 **Credit Value:** 48 **Total Delivered Hours:** 6
Total Learning Hours: 480 **Private Study:** 474

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	4

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	HRReport		40	
Exam	HR exam		50	2
Reflection	CIPD ref		10	

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 Design and evaluate HR practice for resourcing and talent management in a changing business context for line managers, teams and individuals to promote the achievement of organisational objectives
- 2 Evaluate and develop strategic mechanisms for improving the communication of organisational information and performance management, in relation to high performance working
- 3 Analyse contemporary developments in employee relations, contractual and legal obligations
- 4 Evaluate and assess the impact of human resource development strategy and how this is coordinated with other business functions
- 5 Identify and reflect on key elements of CIPD professional practice and behaviours with reference to CIPD HR professional mapping

Learning Outcomes of Assessments

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

HR Practice Report	1		
Unseen exam	2	3	4
CIPD Behavioural Reflection	5		

Outline Syllabus

Labour market and stakeholder analysis in employee resourcing
Recruitment and selection strategies for change and diversity
Organisational restructuring and managing employee exit strategies
High performance working and competitive advantage
Talent planning and retention strategies
Perspectives of employment relations
The employment contract and legal environment
Perspectives of HRD strategy
Emerging technologies and HRD
Cross cultural HRD and diversity

Learning Activities

Workshops will build confidence in understanding professional behaviours linked to CIPD HR professional mapping. Students will be encouraged to develop work based evidence base alongside academic study. Case and role play activities will allow students to set academic work in a real world context. Discussion boards on BB will support students in contextualising work.

Notes

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