

Liverpool John Moores University

Title: HR PROFESSIONAL PRACTICE
Status: Definitive
Code: **5001BUSHR** (116633)
Version Start Date: 01-08-2019

Owning School/Faculty: Business and Management
Teaching School/Faculty: Business and Management

Team	Leader
Trevor Morrow	Y

Academic Level: FHEQ5 **Credit Value:** 24 **Total Delivered Hours:** 78
Total Learning Hours: 240 **Private Study:** 162

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Seminar	24
Workshop	52

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Report - Business report supported by formatively assessed group work.	20	
Exam	AS2	Examination - Seen case study	60	2
Reflection	AS3	Reflection - Self assessment framework.	20	

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 Identify and reflect on key elements of CIPD professional practice and behaviours with reference to the CIPD HR profession map.
- 2 Respond appropriately to a changing business context when delivering or designing HR policy.
- 3 Develop mechanisms for effective management and communication of information in HR.
- 4 Coordinate areas of HR activity and HR integration with other business functions.

Learning Outcomes of Assessments

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

Individual report	4	
EXAM	2	3
Self assessment review	1	

Outline Syllabus

HR professional practice

HR in a business context – environmental and stakeholder influences on HR

Sector and global differences in HR

Organisational, team and individual responses to HR professional practice

HR delivery and line management coordination

Labour market and demographic trends and impact on HR

Contribution of HR to organization and achievement of mission

Data collection and analysis in HR – investigation, evaluation, conclusions

Ethics, equality and justice in HR decision making

HR as a change agent in organizations

Self assessment of performance and skills within the framework of the HR professional map

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 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.

Notes

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

In addition to the normal workshop delivery there will be two half day blocks supporting assessment skills and preparation.