

Liverpool John Moores University

Title: EMPLOYEE RESOURCING
Status: Definitive
Code: **5003BUSHM** (108164)
Version Start Date: 01-08-2011

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

Team	Leader
Jane Aspinall	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 2

Component	Contact Hours
Workshop	26.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	coursework	100.0	

Aims

To illustrate the contribution of employee resourcing policy and practice to organisational success.
To explore design options in recruitment, selection, flexibility, reward and retention.
To recognise the roles of HR and line managers in delivering context appropriate resourcing.

Learning Outcomes

After completing the module the student should be able to:

- 1 Recognise the contribution of employee resourcing to organisational success
- 2 Appraise internal and external context factors in effective employee resourcing
- 3 Design effective and context appropriate recruitment, selection, reward and retention initiatives
- 4 Understand the role of the line manager and HR professional in designing and delivering effective resourcing policy and good practice

Learning Outcomes of Assessments

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

CW	1	2	3	4
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Outline Syllabus

Context factors in employee resourcing
Options in recruitment design
Selection tools including classic trio initiatives
Psychometrics
Assessment centres and predictive validity
Induction and the psychological contract
Reward systems
Role of line manager and HR
Retention

Learning Activities

For full time students, theoretical concepts and ideas are presented in lecture format. The tutorials are used to explore these concepts in terms of practical delivery and to develop skills in the areas concerned.

For part time students the workshop will combine theoretical delivery with a series of practical experience based tasks

References

Course Material	Book
Author	Foot C and Hook M
Publishing Year	2005
Title	Introducing Human Resource Management
Subtitle	
Edition	4th
Publisher	Prentice Hall
ISBN	

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

Course Material	Book
Author	Corbridge M and Pilbeam S
Publishing Year	1998
Title	Employee Resourcing
Subtitle	
Edition	
Publisher	Pitman
ISBN	

Course Material	Book
Author	Armstrong M
Publishing Year	2004
Title	A Handbook of Human Resource Management Practice
Subtitle	
Edition	9th
Publisher	Kogan Page
ISBN	

Notes

The module will focus on issues in employee resourcing focusing on recognition of the contribution of key policies in selection, performance and reward.

Lectures will present ideas and theory in the topic areas while workshops will use case study examples and a range of discussion based and practical tasks to examine the topic in more detail.

Formative feedback will be continuous via the tasks in the tutorial and workshop sessions when students will have the opportunity to work with past examination questions