

Liverpool John Moores University

Title: RESOURCING FOR TALENT AND ADVANCED SELECTION
Status: Definitive
Code: **5003BUSHR** (117311)
Version Start Date: 01-08-2018

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

Team	Leader
David Soehren	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	26
Workshop	52

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Presentation	Group work	Presentation	20	
Portfolio	Report	Portfolio	40	
Report	Report	Report	40	

Aims

Aims:

*To prepare personal cases for placement or graduate employment positions.
To develop understanding of how differing contexts affects organisation's resourcing for talent.
To consider how personal attributes of applicants needs to be matched to organisational cultures.*

*To appreciate how organisations use economics for talent planning
To explore design options in assessment centres*

Learning Outcomes

After completing the module the student should be able to:

- 1 Identify the contribution of employee resourcing to organisational success using internal and external context factors
- 2 Appraise internal and external context factors in effective employee resourcing
- 3 Design effective and context appropriate recruitment, selection, induction, 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:

Group presentation	1	
CV and application	2	3
Assessment centre design	4	

Outline Syllabus

*Module introduction
Intro to CVs
Experience into applications
Search - organisational information
Psychometric tests
Reading week
Context for resourcing
Economics
Labour market
Talent pipelines
Assessment centre
CV support - World of Work support
Planning the AC
Company cultures
Reward - pay
Reward - non pay
AC development
Assessment centre week
AC review and report writing
Getting to short list
Competency based application forms
Difficult interview questions*

Learning Activities

Theoretical concepts and ideas are presented in workshop format and will explore concepts in terms of practical delivery and to develop skills in the areas concerned. In particular the design and management of an assessment centre in partnership with LJMU's widening participation project and a local 6th form college gives students real world experience as both future HR professionals and applicants at selection events (placements and graduate jobs).

Notes

The module will focus on issues in talent resourcing, advanced selection and preparing for the world of work. It includes World of Work silver.

Workshops will develop ideas and theory in the topic areas using case study examples and a range of discussion based and practical tasks to examine topics in more detail.

Formative feedback will be continuous via the tasks in the workshop sessions when students will have the opportunity to explore their understanding of the topics.

The group presentation is intended to encourage the exchange of experiences of resourcing and will provide a form of bridge to strategic issues considered in level 6.