

## Liverpool John Moores University

Title: HR Fundamentals  
Status: Definitive  
Code: **5007LBSBSC** (126323)  
Version Start Date: 01-08-2021

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

Team	Leader
Alistair Beere	Y

**Academic Level:** FHEQ5      **Credit Value:** 20      **Total Delivered Hours:** 44  
**Total Learning Hours:** 200      **Private Study:** 156

### Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	11
Tutorial	11
Workshop	22

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	Report	60	
Reflection	Review	Consultation Review	40	

### Aims

*The aims of this module are for students to develop an understanding of the fundamental practices of HRM in an organization and their underpinning theory. Students will learn how to recruit, select, performance manage, talent manage, develop and engage, reward and retain staff.*

## Learning Outcomes

After completing the module the student should be able to:

- 1 Understand key contemporary labour market trends and their significance for workforce planning
- 2 Understand the purpose and importance of workforce planning
- 3 Understand the purpose and impact of effective talent management
- 4 Understand the importance of managing contractual arrangements and effective onboarding

## Learning Outcomes of Assessments

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

Report	1	2	3	4
Consultation Review	1	2	3	4

## Outline Syllabus

*The aims of this module are for students to develop an understanding of the fundamental practices of HRM in an organisation and their underpinning theory. Students will learn how to recruit, select, performance manage, talent manage, develop and engage, reward and retain staff.*

## Learning Activities

Formal lectures, tutorials and workshops.

## Notes

This module forms part of the Managing People and Organisations pathway.