

Liverpool John Moores University

Title: MANAGING PEOPLE IN THE WORK ENVIRONMENT
Status: Definitive
Code: **5028TEF** (103804)
Version Start Date: 01-08-2016

Owning School/Faculty: Sports Studies, Leisure and Nutrition
Teaching School/Faculty: Sports Studies, Leisure and Nutrition

Team	Leader
Heather Griffiths	Y

Academic Level: FHEQ5 **Credit Value:** 12 **Total Delivered Hours:** 21
Total Learning Hours: 120 **Private Study:** 99

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Lecture	10
Seminar	10

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	2000 word essay	60	
Exam	AS2	Exam (2 from 4 questions)	40	1

Aims

To develop an understanding of the issues in managing people in work environments.

To appreciate the changing nature of work in organisations and the implications for human resource management.

Learning Outcomes

After completing the module the student should be able to:

- 1 Examine the concept of human resource management
- 2 Evaluate employment trends and strategies adopted to combat discrimination, promote equal opportunities and value diversity within organisations
- 3 Evaluate aspects of human resource management including selection, development and performance management
- 4 Appreciate the changing nature of work and its implications for organisations and human resource management.

Learning Outcomes of Assessments

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

Essay 2000 words	1	2	3	4
EXAM	3			

Outline Syllabus

Review of theoretical perspectives of human resource management.

The changing nature of work organisations.

Study HRM policies and strategies within organisations.

Discussion of staff selection, training performance and performance management

Study of HRM management styles which may provide a dynamic workforce in future organisations.

Learning Activities

Formal lectures and seminars, reading tasks, assignment tasks

Notes

This module will present a critical and practical approach to the study of managing people in a work environment. It studies the changing nature of work organisations addressing the concepts of organisational structure, power, authority and structure. Human resource management is a central theme and this is discussed as a theory as well as a practical strategy for the management of individuals. The theory is placed in a practical context through an examination of the HRM elements of selection, performance and development strategies. Students will be able to apply the concepts discussed to organisations that are relevant to their degree programme via seminars and assessed coursework.