

Liverpool John Moores University

Title: HR Behaviours and Functions
Status: Definitive
Code: **5111BCPDHR** (123918)
Version Start Date: 01-08-2021

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

Team	Leader
Joshi Jariwala	Y

Academic Level: FHEQ5 **Credit Value:** 20 **Total Delivered Hours:** 33
Total Learning Hours: 200 **Private Study:** 167

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Online	11
Workshop	22

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	2000 word business report supported by formatively assessed group work.	60	
Presentation	Pres	15 minute presentation on key HR functions covered during the module.	40	

Aims

The module will introduce students to professional HRM Practice and combine academic theory and practitioner skills to core concepts such as; HRM approaches, dimensions of HR strategy and HR policy. The module will be step one in providing the knowledge requirements of the CIPD Certificate 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 Discuss HR within the widening business context.
- 2 Define the behaviours and competencies required of a HR practitioner.
- 3 Discuss the function of HR and the purposes of policy and procedure.
- 4 Describe HR leadership models.

Learning Outcomes of Assessments

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

Report	2	1	3	4
Presentation	2	1	3	4

Outline Syllabus

*The Strategic Functions of HR
Vertical and Horizontal Integration
HR in a Strategic Business Context
Internal and External Situational Factors
HR Models
Hard and Soft HRM
Human Resource Planning and the Labour Market
Recruitment and Selection Options & Tactics
Workforce and Organisational Flexibility
HR Report Writing & Data Analysis
Presentation*

Learning Activities

Participative lectures to identify key areas of theory and literature. Practical and participative workshops developing critical skills to analyse use of theory and literature within an organisational context.

Notes

The concepts of HR behaviours and functions and CIPD professional map.