

## Liverpool John Moores University

Title: HR Behaviours and Functions  
Status: Definitive  
Code: **5111BCPDHR** (123918)  
Version Start Date: 01-08-2022

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

Team	Leader
Helen Klepper	Y
Joshi Jariwala	

**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**

Workshops incorporating participative lectures and online access to materials to identify key areas of theory and literature and develop critical skills to analyse use of theory and literature within an organisational context. The online access supports the private study outside the scheduled teaching to complete formative assessments.

## **Notes**

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