

## Liverpool John Moores University

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Title: HR Professional Practice  
Status: Definitive  
Code: **5120BUSHR** (123867)  
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 1

Component	Contact Hours
Lecture	11
Workshop	22

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	Report	100	

### 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.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Identify and reflect on key elements of CIPD professional practice and behaviours with reference to the CIPD HR profession map.
- 2 Respond appropriately to a changing business context when delivering or designing HR policy.
- 3 Develop mechanisms for effective management and communication of information in HR.
- 4 Coordinate areas of HR activity and HR integration with other business functions.

### **Learning Outcomes of Assessments**

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

Report	1	2	3	4
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### **Outline Syllabus**

*CIPD Professional Map and Behaviours*

*Perspectives and dimensions of HR strategy*

*What is HRM – The emergence of HRM and the strategic function of Hard and Soft HRM.*

*HRM and the Individual – Employee engagement and the psychological contract.*

*The labour market context of HRM*

*People resourcing – recruitment and selection tactics*

*Managing Reward*

*Human Resource Development – learning and development analysis and intervention.*

*Worker and Organisational flexibility*

*Talent Management and Succession Planning*

*Health, Safety and Wellbeing*

### **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**

Concepts of HR Practitioner skills and HRM strategies.