

#### Summary Information

Module Code	5120BUSHR
Formal Module Title	HR Professional Practice
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 5
Grading Schema	40

#### Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

#### Learning Methods

Learning Method Type	Hours
Lecture	11
Workshop	22

#### Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
SEP-MTP	MTP	September	12 Weeks

#### Aims and Outcomes

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.
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**After completing the module the student should be able to:**

**Learning Outcomes**

Code	Number	Description
MLO1	1	Identify and reflect on key elements of CIPD professional practice and behaviours with reference to the CIPD HR profession map.
MLO2	2	Respond appropriately to a changing business context when delivering or designing HR policy.
MLO3	3	Develop mechanisms for effective management and communication of information in HR.
MLO4	4	Coordinate areas of HR activity and HR integration with other business functions.

**Module Content**

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
Module Overview	The module will introduce you 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.
Additional Information	Concepts of HR Practitioner skills and HRM strategies.

**Assessments**

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	Report	100	0	MLO1, MLO2, MLO3, MLO4

**Module Contacts**

**Module Leader**

Contact Name	Applies to all offerings	Offerings
Joshi Jariwala	Yes	N/A

**Partner Module Team**

Contact Name	Applies to all offerings	Offerings
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