

Liverpool John Moores University

Title: Organisational Performance & Employee Relations
Status: Definitive
Code: **5222BCPDHR** (123920)
Version Start Date: 01-08-2022

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
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.	40	
Essay	Essay	assessment based on a seen case study.	60	

Aims

The module will explore professional HRM Practice and combine academic theory and practitioner skills to core concepts such as; employee relations, disciplinary and grievance, reward, performance management and ethical HRM. The module will be the second step in the CPD Certificate in HRM programme and will provide 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 Identify and understand employee performance requirements and the significant role HR plays in devising and delivering effective Performance Management policies, processes and improvement contracts.
- 2 Distinguish between conduct and capability and be able to develop processes that support both cases.
- 3 Recognise the critical role of the Line Manager in supporting both HR process and policy management.
- 4 Identify the current complexities of the employee relations function within organisations and the legislative framework that supports this HR function.

Learning Outcomes of Assessments

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

Report	1	2	3	4
Essay	1	2	3	4

Outline Syllabus

Change Management
Employment Relations
Dismissal, redundancy and retirement
Engagement and conflict
Directed Study Week
High Performance Work Practices
Ethical leadership
Motivation, Reward and Team Management
Mock timed assessment feedback and final revision
Spring Break
Timed assessment

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 concept of organisational performance and employee relations.