Module Proforma

Approved, 2022.02

Summary Information

Module Code	5222LBSCPD
Formal Module Title	Effective People Management at Work
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 5
Grading Schema	40

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Helen Klepper	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings

Partner Module Team

Contact Name	Applies to all offerings	Offerings

Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Learning Methods

Learning Method Type	Hours

Workshop	22

Module Offering(s)

Offering Code	Location	Start Month	Duration
JAN-MTP	MTP	January	12 Weeks

Aims and Outcomes

Aims	The module aims to enhance the understanding of contemporary people practices to better support working lives ranging from creating a conducive inclusive working environment, developing talent, and understanding the factors that influence reward and its impact. It also examines role of supporting line managers to carry out people practices.

Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Identify stakeholders and analyse the impact of own professional behaviour and people practices on them.
MLO2	Examine evolving contemporary influences including the role of technology to achieve effective people practices.
MLO3	Evaluate how internal and external business factors impact organisations and people practice.
MLO4	Analyse the role of supporting line managers to carry out people practices.

Module Content

Outline Syllabus
1. Understand employee voice, engagement and practices to support better working lives.2. Understand the role of employee bodies in employment relations and the different forms of conflict behaviour and dispute resolution.3. Examine the purpose of policy and employment regulation to ensure people practices are compliant. 4. Understand key contemporary labour market trends and their significance for workforce planning.5. Understand the purpose and importance of workforce planning.6. Understand the purpose and impact of effective talent management.7. Understand the impact of reward approaches and packages.8. Be able to develop insight from benchmarking data to inform reward approaches.9. Understand the role of people professionals in supporting line managers to make reward decisions. 10. Examine the existence, and impact of technology on people practices. 11. Academic skills & assessment support

Module Overview

Additional Information
The module follows on from 5111LBSCPD to explore contemporary HR practices.

Assessments

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