

Liverpool John Moores University

Title: Labour Market and Talent Management
Status: Definitive
Code: **5230BSPTHR** (123915)
Version Start Date: 01-08-2021

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

| Team | Leader |
|---------------|--------|
| Helen Klepper | Y |
| Bob Cumiskey | |
| David Soehren | |

Academic Level: FHEQ5
Credit Value: 30
Total Delivered Hours: 60
Total Learning Hours: 300
Private Study: 240

Delivery Options

Course typically offered: Semester 2

| Component | Contact Hours |
|-----------|---------------|
| Online | 30 |
| Workshop | 30 |

Grading Basis: 40 %

Assessment Details

| Category | Short Description | Description | Weighting (%) | Exam Duration |
|----------|-------------------|---------------------------|---------------|---------------|
| Report | Report | 2000 word Business Report | 100 | |

Aims

To differentiate between internal and external supply of labour and to identify the most appropriate selection methods to acquire and retain talent.

Learning Outcomes

After completing the module the student should be able to:

- 1 Differentiate between internal and external labour markets
- 2 Identify selection methods most suitable to the organisational context
- 3 Develop policy and practice to manage and retain talent within an organisational context
- 4 Make recommendations on talent management policy within an organisational context

Learning Outcomes of Assessments

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

| | | | | |
|-----------------|---|---|---|---|
| Business Report | 1 | 2 | 3 | 4 |
|-----------------|---|---|---|---|

Outline Syllabus

Internal and External Labour Markets – supply and demand
Identifying talent requirements within an organisational context
Recruitment policy and practice
Application of appropriate selection techniques
Psychometrics
Assessment Centres
Retention and Engagement for talent retention
Developing talent for the future
Policy design and recommendations
Report and report structure in an organisational setting

Learning Activities

Participative workshops to identify key areas of labour market supply and demand and recruitment and selection policy to gain and retain talent within an organisational setting

Notes

The focus of the module is gaining and retaining talent within an organisational setting.