

## Liverpool John Moores University

Title: PRINCIPLES OF HRM  
Status: Definitive  
Code: **5500PD** (107473)  
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School  
Teaching School/Faculty: Isle of Man International Business School

Team	Leader
Alex Watt	Y

**Academic Level:** FHEQ5  
**Credit Value:** 12.00  
**Total Delivered Hours:** 24.00  
**Total Learning Hours:** 120  
**Private Study:** 96

### Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	12.000
Tutorial	12.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual coursework relating HRM theory to organisational practice.	100.0	

### Aims

*To introduce the concepts and main issues involved in Human Resource Management and enable students to understand the variations in the role of the HRM practitioner within organisations.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Discuss the context of HRM in the business environment
- 2 Explain the role of the HRM practitioner with an emphasis on planning, recruitment and selection activities
- 3 Outline induction and training cycles and consider their relationships to individual learning styles
- 4 Identify key issues in retention and the employment relationship

### **Learning Outcomes of Assessments**

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

ESSAY                                    1    2    3    4

### **Outline Syllabus**

*Introduction to Human Resource Management*  
*Relationship between HRM and business objectives*  
*Human Resource Planning*  
*Flexible working practices*  
*Recruitment*  
*Selection*  
*Induction and training*  
*Employee involvement and participation*  
*Retention*

### **Learning Activities**

Workshops which are participative encourage students to explore the differences between theory and practice and variations between organisations. Practical tasks, mini case studies and discussion are used to provide continuous feedback on progress.

### **References**

<b>Course Material</b>	Book
<b>Author</b>	Foot, M and Hook, C
<b>Publishing Year</b>	2008
<b>Title</b>	Introducing Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	5th edition, Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Torrington, D, Hall, L and Taylor, S

<b>Publishing Year</b>	2005
<b>Title</b>	Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	6th edition, Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Armstrong, M
<b>Publishing Year</b>	2006
<b>Title</b>	A Handbook of HRM practice
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	10th edition, Kogan Page
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Redman, T and Wilkinson, A
<b>Publishing Year</b>	2006
<b>Title</b>	Contemporary HRM Texts and Cases
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	2nd edition, Prentice Hall
<b>ISBN</b>	

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## Notes

The module will introduce students to current issues in employment and Human Resource Management. Workshops allow students the opportunities to related life experience and case study material to theoretical concepts and to actively question the material being considered. Workshops are constructed to deliver a range of learning materials including practical tasks and role plays and the students learn to present their views and experience to the wider group.

Formative feedback is continuous through the workshop process relating to the tasks and discussion set. Formative feedback is also offered through the workshops when students show their progress on the coursework via presentation, poster or other relevant medium.

The module lays the foundations for further study in Human Resource Management.