

Liverpool John Moores University

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Title: PRINCIPLES OF HRM
Status: Definitive
Code: **5501FTKHM** (119475)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Kaplan Financial London

Team	Leader
Peter Cureton	Y

Academic Level: FHEQ5
Credit Value: 12.00
Total Delivered Hours: 19.50
Total Learning Hours: 120
Private Study: 100

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	19.500

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 key concepts of people management and to explore the role of line and HR managers in Best Practice approaches to human resource management.

To illustrate the relationship between effective Human Resource Management (HRM) and organisational success.

To show awareness of theory and practice in HRM and to recognise the role of the professional body (CIPD) in disseminating good practice in people management.

Learning Outcomes

After completing the module the student should be able to:

- 1 Introduce models of hrm to illustrate the contribution of hrm to business success.
- 2 Discuss context factors for business and their impact on people management practice.
- 3 Appraise Best Practice approaches to HR planning, recruitment, selection, diversity, flexibility and right sizing.
- 4 Appraise Best Practice approaches to performance management, training, development and employment relations.

Learning Outcomes of Assessments

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

Coursework 1 2 3 4

Outline Syllabus

Introduction to Human Resource Management
Human Resource Planning and Flexibility
Recruitment
Selection
Training and Development
Performance Management
Retention and right sizing
Employment Relations

Learning Activities

Workshops which are participative and 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. Students undertake a task linked to the final assessment over directed learning week. Formative assessment is given on this task via the workshops. Through this students are able to establish their progress towards the summative assessment.

References

Course Material	Book
Author	Foot M and Hook C
Publishing Year	2005
Title	Introducing Human Resource Management

Subtitle	
Edition	4th
Publisher	Prentice Hall
ISBN	

Course Material	Book
Author	Torrington D, Hall L and Taylor S
Publishing Year	2008
Title	Human Resource Management
Subtitle	
Edition	7th
Publisher	Prentice Hall
ISBN	

Course Material	Book
Author	Armstrong M
Publishing Year	2004
Title	A Handbook of HRM practice
Subtitle	
Edition	8th
Publisher	Kogan Page
ISBN	

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 in week 7 or 8 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

World of Work Skills Assessment

A1 Identifies potential problems, issues and risks, identifying alternative courses of action and recommends a solution

A2 Seeks out and uses all relevant available information and identifies strengths and weaknesses in arguments/situations

A3 Relates and compares information from several sources reviewing evidence before coming to a conclusion

D2 Structures information appropriately with clear introduction and conclusion
D3 Content of a range of document types/media items is easily understood and fit for purpose
D4 Spelling punctuation grammar and presentation are of the appropriate standard
D5 Demonstrates a variety of vocabulary style and tone according to the recipient/audience