Liverpool John Moores University

Title: CONTEMPORARY ISSUES IN EMPLOYEE RESOURCING
Status: Definitive
Code: **5502HM** (107433)
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:**	28.00
Total Learning Hours:	120	**Private Study:**	92		

Delivery Options
Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	13.000
Tutorial	13.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	undefined	25.0	
Exam	AS2	undefined	75.0	2.00

Aims

To utilise knowledge from HM 2001, together with relevant theory and practitioner perspectives on contemporary human resource management, to demonstrate the HRM contribution to effective business practice.

To show how effective human resource management both derives from and contributes to corporate strategy.

To review contemporary issues in employee resourcing; with particular regard to

selection, psychological testing, and assessment centres.

To identify different approaches to performance management, and their implications for employee motivation and reward.

To analyse the influence of the global market on human resource management with particular reference to selection and training.

To understand the potential of information technology to enhance the personnel contribution to business effectiveness.

Learning Outcomes

After completing the module the student should be able to:

1	Contribute to the development, implementation and evaluation of human resource management policies.
2	Specify the main stages within the selection process and, in the context of 'empowerment', identify appropriate line management and personnel contributions to these.
3	Distinguish between different types of psychological test and the factors that influence how they should be selected, administered and interpreted in a business context.
4	Identify the advantages and disadvantages of assessment centres for selection and development.
5	Recognise developments in the recruitment and training of international managers.
6	Show how an appropriate computerised personnel information system can make a key contribution to management and human resource management decision making.
7	Identify the rationale for and the key components of an effective performance management system; and its linkage to remuneration policies and employee motivation.

Learning Outcomes of Assessments

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

ESSAY	1	2					
EXAM	1	2	3	4	5	6	7

Outline Syllabus

1. Strategic HRM.
2. Resourcing skills: selection.
3. Psychological testing and assessment centres.
4. Assessment Centres.
5. Payment Systems and Job Evaluation.
6. Performance management : overview and links with motivation and remuneration.
7. Attendance management.

8. Job design.
9. Redundancy and outplacement.
10. International HRM.
11. The use of information technology in HRM.
12. Course summary.

Learning Activities

Lectures, tutorials and workshops.

References

Course Material	Book
Author	Armstrong, M.
Publishing Year	1997
Title	A Handbook of Personnel Practice,
Subtitle	
Edition	(5th edition),
Publisher	Kogan Page.
ISBN	

Course Material	Book
Author	Beardwell, I. and Holden, I.
Publishing Year	1997
Title	Human Resource Management,
Subtitle	
Edition	(2nd edition),
Publisher	Pitman.
ISBN	

Course Material	Book
Author	Taylor, S.
Publishing Year	1998
Title	Employee Resourcing,
Subtitle	
Edition	
Publisher	IPD.
ISBN	

Course Material	Book
Author	Torrington, D. and Hall, L.
Publishing Year	1998
Title	Personnel Management - a New Approach,
Subtitle	

Edition	
Publisher	Prentice Hall.
ISBN	

Notes

Tutorials will involve students in applying the concepts and frameworks from the lectures within exercises, discussion topics, and case studies. Students will also be able to raise individual queries about any aspect of the module content.