

## Liverpool John Moores University

Title: EMPLOYEE RESOURCING  
Status: Definitive  
Code: **5502PD** (107476)  
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               | Individual coursework | 50.0          |               |
| Exam     | AS2               | Examination           | 50.0          | 2.00          |

### Aims

*To review models of HRM and identify the contribution of employee resourcing policies to organisational objectives.*  
*To utilise knowledge to review key issues in employee resourcing with particular regard to selection tools including psychometric testing and assessment centres.*  
*To explain the role of performance management and reward in an employee resourcing context.*

## Learning Outcomes

After completing the module the student should be able to:

- 1 Recognise the role of employee resourcing policy in achieving organisational objectives.
- 2 Choose selection tools relevant to differing organisational conditions.
- 3 Give examples of performance management techniques.
- 4 Illustrate the processes involved in managing payment and reward in organizations.
- 5 Identify methods of managing poor performance.

## Learning Outcomes of Assessments

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

|       |   |   |   |   |   |
|-------|---|---|---|---|---|
| ESSAY | 1 | 2 | 3 |   |   |
| EXAM  | 1 | 2 | 3 | 4 | 5 |

## Outline Syllabus

*Introduction to employee resourcing*  
*Contribution of employee resourcing policy*  
*Measurement of employee resourcing initiatives*  
*Tools for selection*  
*Psychometric testing*  
*Assessment centres*  
*Performance Management*  
*Appraisal*  
*Job evaluation and payment systems*  
*Reward policies*  
*Internationalising resourcing policies*

## Learning Activities

Theoretical concepts and ideas are presented in lecture format. The seminars are used to explore these concepts in terms of practical delivery and to develop skills in the areas concerned.

The seminars may combine theoretical delivery with a series of practical experience based tasks.

## References

|                        |                             |
|------------------------|-----------------------------|
| <b>Course Material</b> | Book                        |
| <b>Author</b>          | Pilbeam, S and Corbridge, M |
| <b>Publishing Year</b> | 2006                        |

|                  |                                    |
|------------------|------------------------------------|
| <b>Title</b>     | People Resourcing: HRM in Practice |
| <b>Subtitle</b>  |                                    |
| <b>Edition</b>   |                                    |
| <b>Publisher</b> | 3rd edition, Prentice Hall, London |
| <b>ISBN</b>      |                                    |

|                        |                          |
|------------------------|--------------------------|
| <b>Course Material</b> | Book                     |
| <b>Author</b>          | Taylor, S                |
| <b>Publishing Year</b> | 2008                     |
| <b>Title</b>           | People Resourcing        |
| <b>Subtitle</b>        |                          |
| <b>Edition</b>         |                          |
| <b>Publisher</b>       | 4th Edition, CIPD London |
| <b>ISBN</b>            |                          |

|                        |   |
|------------------------|---|
| <b>Course Material</b> | Book  |
| <b>Author</b>          | Foot, M and Hook, C                               |
| <b>Publishing Year</b> | 2008  |
| <b>Title</b>           | Introducing HRM                                   |
| <b>Subtitle</b>        |   |
| <b>Edition</b>         |   |
| <b>Publisher</b>       | 5th Edition, Longman Modular Texts, 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, London, Prentice Hall   |
| <b>ISBN</b>            |                                      |

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## Notes

The module will focus on issues in employee resourcing focusing on recognition of the contribution of key policies in selection, performance and reward.

Lectures will present ideas and theory in the topic areas while workshops will use case study examples and a range of discussion based and practical tasks to examine the topic in more detail.