

Liverpool John Moores University

Title: HR PROFESSIONAL PRACTICE
Status: Definitive
Code: **5509HEPBS** (118860)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: HELP College

Team	Leader
Peter Cureton	Y

Academic Level: FHEQ5 **Credit Value:** 24.00 **Total Delivered Hours:** 78.00
Total Learning Hours: 240 **Private Study:** 162

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Seminar	24.000
Workshop	52.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Reflection	AS3	Reflection - Self assessment framework.	20.0	
Exam	AS2	Examination - Seen case study	60.0	2.00
Report	AS1	Report - Business report supported by formatively assessed group work.	20.0	

Aims

The module will provide the knowledge requirements of the CIPD Diploma Intermediate Standards equipping students with the academic content required to achieve Associate Membership CIPD.

Learning Outcomes

After completing the module the student should be able to:

- 1 Identify and reflect on key elements of CIPD professional practice and behaviours with reference to the CIPD HR profession map.
- 2 Respond appropriately to a changing business context when delivering or designing HR policy.
- 3 Develop mechanisms for effective management and communication of information in HR.
- 4 Coordinate areas of HR activity and HR integration with other business functions.

Learning Outcomes of Assessments

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

Self assessment review	1	
EXAM	2	3
Individual report	4	

Outline Syllabus

HR professional practice

HR in a business context – environmental and stakeholder influences on HR

Sector and global differences in HR

Organisational, team and individual responses to HR professional practice

HR delivery and line management coordination

Labour market and demographic trends and impact on HR

Contribution of HR to organization and achievement of mission

Data collection and analysis in HR – investigation, evaluation, conclusions

Ethics, equality and justice in HR decision making

HR as a change agent in organizations

Self assessment of performance and skills within the framework of the HR professional map

Learning Activities

Workshops will build confidence in understanding professional behaviours linked to CIPD HR professional mapping. Students will be encouraged to develop work based evidence base alongside the academic study. Case and role play activities will allow students to set academic work in a real world context. Discussion board on BB will support students in contextualizing the work in diverse settings.

References

Course Material	Book
Author	PRICE, A
Publishing Year	2004
Title	Human Resource Management in a Business Context
Subtitle	
Edition	
Publisher	2nd edition, Thompson
ISBN	

Course Material	Book
Author	ARMSTRONG, M and BARON, J
Publishing Year	1998
Title	Performance Management
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	MEGGINSON, D., AND WHITAKER, V.
Publishing Year	2007
Title	Continuing Professional Development, 2nd edition
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	FOOT, M. and HOOK, C
Publishing Year	2008
Title	Introducing HRM. 5th ed
Subtitle	
Edition	
Publisher	Pearson Education
ISBN	

Course Material	Book
Author	PEDLAR, M, BURGOYNE, J and BOYDELL, T (2006)
Publishing Year	2006
Title	Professional Development, 2nd edition
Subtitle	
Edition	
Publisher	McGraw Hill
ISBN	

Notes

The module follows the curriculum for the CIPD Intermediate standard knowledge requirement.

In addition to the normal workshop delivery there will be two half day blocks supporting assessment skills and preparation.