Human Resource Management

Module Information

2022.01, Approved

Summary Information

Module Code	5535NCCG
Formal Module Title	Human Resource Management
Owning School	Nursing and Allied Health
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 5
Grading Schema	40

Teaching Responsibility

LJMU Schools involved in Delivery
LJMU Partner Taught

Partner Teaching Institution

Institution Name
Nelson and Colne College Group

Learning Methods

Learning Method Type	Hours
Lecture	32
Tutorial	16

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-PAR	PAR	January	12 Weeks
SEP-PAR	PAR	September	12 Weeks

SEP_NS-PAR	PAR	September (Non-standard start date)	12 Weeks

Aims and Outcomes

Aims	The modules considers the techniques used in human resource management to maximise employee contribution to gain competitive advantage. The importance of training and development will be covered to extend the skills based of an organisation. Students will develop an understanding of the importance of being a flexible organisation with a flexible work force. Job design and recruitment will be discussed as well as different reward systems.

After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Discuss the purpose of Human Resource Management in resourcing an organisation to fulfil business objectives.
MLO2	2	Evaluate the effectiveness of the key elements of Human Resource Management in an organisation.
MLO3	3	Summarise internal and external factors affecting decision making of Human Resource Management.
MLO4	4	Apply Human Resource management practices to a work related context.

Module Content

Outline Syllabus	Definitions of human resource managementFunctions of HRMBest fit v best practiceWorkforce planningTypes of labour market, trends and PESTLEInternal labour marketAnalysis of turnover, stability and retentionLegal and regulatory frameworksSources of recruitmentJob descriptions, person specifications and competency frameworksSelection and inductionLearning development and planning methodsReward management; intrinsic and extrinsic, motivational theoryThe flexible organisationPerformance and rewardBuilding and maintaining employee relationsEmployment law and ethical responsibilitiesRecruitment and selection processFunding trainingContinual professional development in a healthcare setting
Module Overview	
Additional Information	

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	Case Study Analysis	40	0	MLO2
Report	Assignment	60	0	MLO1, MLO3, MLO4

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
James Evans	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings