

## Liverpool John Moores University

Title: HUMAN RESOURCE MANAGEMENT  
Status: Definitive  
Code: **5535NCCG** (129498)  
Version Start Date: 01-08-2021

Owning School/Faculty: Nursing and Allied Health  
Teaching School/Faculty: Accrington Campus

Team	Leader
James Evans	Y

**Academic Level:** FHEQ5  
**Credit Value:** 20  
**Total Delivered Hours:** 48  
**Total Learning Hours:** 200  
**Private Study:** 152

### Delivery Options

Course typically offered: S1, S2 and NS2 (S2 for Jan)

Component	Contact Hours
Lecture	32
Tutorial	16

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Case Study	Case Study Analysis	40	
Report	Assignment	Assignment	60	

### 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.*

## Learning Outcomes

After completing the module the student should be able to:

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

## Learning Outcomes of Assessments

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

Case Study Analysis	2		
Assignment	1	3	4

## Outline Syllabus

*Definitions of human resource management*  
*Functions of HRM*  
*Best fit v best practice*  
*Workforce planning*  
*Types of labour market, trends and PESTLE*  
*Internal labour market*  
*Analysis of turnover, stability and retention*  
*Legal and regulatory frameworks*  
*Sources of recruitment*  
*Job descriptions, person specifications and competency frameworks*  
*Selection and induction*  
*Learning development and planning methods*  
*Reward management; intrinsic and extrinsic, motivational theory*  
*The flexible organisation*  
*Performance and reward*  
*Building and maintaining employee relations*  
*Employment law and ethical responsibilities*  
*Recruitment and selection process*  
*Funding training*  
*Continual professional development in a healthcare setting*

## Learning Activities

These will not normally be traditional didactic lectures in which the student plays little active part, but will be delivered in small groups of up to 20 students in which their interaction with their tutor is a key ingredient of their learning experience.

Students will receive approximately 30 hours of taught material, supported by in-class exercises and discussions designed to help student assimilate learning and to provide early informal feedback on their progress.

#### Independent Study

Students are expected to undertake personal reading and research into topic areas that have been stimulated from the lectures and seminars. This reading will enhance their academic work and enable valid contribution to lectures and seminars.

#### VLE support

This will provide links to academic web-sites and on-line journals, facilitate group discussion outside of the classroom, access to outline lecture notes, and provide students with assessment details.

#### **Notes**

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