

## Summary Information

<b>Module Code</b>	5702ORYXHR
<b>Formal Module Title</b>	HR Professional Practice
<b>Owning School</b>	Business and Management
<b>Career</b>	Undergraduate
<b>Credits</b>	20
<b>Academic level</b>	FHEQ Level 5
<b>Grading Schema</b>	40

## Module Contacts

### Module Leader

Contact Name	Applies to all offerings	Offerings
Oliver Kayas	Yes	N/A

### Module Team Member

Contact Name	Applies to all offerings	Offerings
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### Partner Module Team

Contact Name	Applies to all offerings	Offerings
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## Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

## Partner Teaching Institution

Institution Name
Oryx Universal College WLL

## Learning Methods

Learning Method Type	Hours
Lecture	11
Workshop	22

## Module Offering(s)

Offering Code	Location	Start Month	Duration
APR-PAR	PAR	April	12 Weeks
JAN-PAR	PAR	January	12 Weeks
SEP-PAR	PAR	September	12 Weeks

## Aims and Outcomes

<b>Aims</b>	The module will introduce students to professional HRM Practice and combine academic theory and practitioner skills to core concepts such as; HRM approaches, dimensions of HR strategy and HR policy.
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## Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Identify and reflect on key elements of CIPD professional practice and behaviours with reference to the CIPD HR profession map.
MLO2	Respond appropriately to a changing business context when delivering or designing HR policy.
MLO3	Develop mechanisms for effective management and communication of information in HR.
MLO4	Coordinate areas of HR activity and HR integration with other business functions.

## Module Content

### Outline Syllabus

CIPD Professional Map and Behaviours  
Perspectives and dimensions of HR strategy  
What is HRM – The emergence of HRM and the strategic function of Hard and Soft HRM.  
HRM and the Individual – Employee engagement and the psychological contract.  
The labour market context of HRM  
People resourcing – recruitment and selection tactics  
Managing Reward  
Human Resource Development – learning and development analysis and intervention.  
Worker and Organisational flexibility  
Talent Management and Succession Planning  
Health, Safety and Wellbeing

### Module Overview

Concepts of HR Practitioner skills and HRM strategies.

## Additional Information

## Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Report	Report	100	0	MLO1, MLO2, MLO3, MLO4