

Liverpool John Moores University

Title: HR Models and Metrics
Status: Definitive
Code: **5708SERCBM** (128214)
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management
Teaching School/Faculty: South Eastern Regional College

Team	Leader
Jane Aspinall	Y

Academic Level: FHEQ5
Credit Value: 20
Total Delivered Hours: 44
Total Learning Hours: 200
Private Study: 156

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	11
Seminar	11
Workshop	22

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	Individual Written Report	100	

Aims

The aims of this module are for students to develop an understanding of the role of data in HR practice and the range of delivery models and strategic choices in managing and coordinating the HR Function.

Learning Outcomes

After completing the module the student should be able to:

- 1 Discuss the role of HR data and e:HR information systems in management decision making.
- 2 Appraise a range of choices in delivery of HR in a contemporary setting.
- 3 Analyse and evaluate the HR function.
- 4 Critically appraise the Chartered Institute of Personnel and Development Profession Map, Code of Conduct and Reflective Practitioner paradigm.

Learning Outcomes of Assessments

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

Individual Written Report 1 2 3 4

Outline Syllabus

HR history and role
HR functions and actions
Models of delivery
Ulrich 3 legged stool
Outsourcing and shared service centres
Transactional HR
Electronic HR systems
Crail's mock up of HR delivery
The role of the HR business partner
CIPD Profession map and associate behaviours
Ethics and the CIPD Code of Conduct

Learning Activities

Formal lectures, seminars and workshops.

Notes

This module forms part of the Managing People and Organisations pathway.