

HR Models and Metrics

Module Information

2022.01, Approved

Summary Information

Module Code	5708SERCBM
Formal Module Title	HR Models and Metrics
Owning School	Business and Management
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
South Eastern Regional College

Learning Methods

Learning Method Type	Hours
Lecture	11
Seminar	11
Workshop	22

Module Offering(s)

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

Aims and Outcomes

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.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Discuss the role of HR data and e:HR information systems in management decision making.
MLO2	2	Appraise a range of choices in delivery of HR in a contemporary setting.
MLO3	3	Analyse and evaluate the HR function.
MLO4	4	Critically appraise the Chartered Institute of Personnel and Development Profession Map, Code of Conduct and Reflective Practitioner paradigm.

Module Content

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
Module Overview	
Additional Information	This module forms part of the Managing People and Organisations pathway.

Assessments

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

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Jane Aspinall	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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