

Liverpool John Moores University

Title: STRATEGIC HUMAN RESOURCE MANAGEMENT
Status: Definitive
Code: **6001BUSHM** (108170)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Liverpool Business School

Team	Leader
Maureen Royce	Y

Academic Level: FHEQ6
Credit Value: 24.00
Total Delivered Hours: 46.00
Total Learning Hours: 240
Private Study: 194

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Lecture	20.000
Tutorial	24.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual coursework normally submitted in week 13	50.0	
Exam	AS2	Examination	50.0	2.00

Aims

To critically appraise concepts and models of strategic HRM and to evaluate the contribution of HRM to the organisation

To analyse practice and theory in human resource strategy with particular reference to labour market context, recruitment and selection, talent management, diversity, development, organisational learning, performance management, reward and other contemporary strategy areas

To integrate HRM strategy with business strategy and to align HRM strategy horizontally showing awareness of professional body standards and best practice.

Learning Outcomes

After completing the module the student should be able to:

- 1 Analyse the relationship between HRM strategy and organisational effectiveness using a range of academic models to explore key themes
- 2 Critically appraise organisational responses in HR planning , flexibility, recruitment and selection to changes in markets, technology and structure
- 3 Discriminate between modes of delivery in performance management and reward in a diverse environment
- 4 Appraise the role of HRD in developing and utilizing intellectual capital for competitive advantage
- 5 Assess strategic choices in the employment relationship (representation, diversity, ethics)

Learning Outcomes of Assessments

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

report	1	2			
EXAM	1	2	3	4	5

Outline Syllabus

Organisational strategy and strategic HRM
Models of strategic HRM
Strategic models of human resource planning
Flexibility - managing uncertainty
Strategic choices in recruitment
Selection decisions and best practice in talent management
Managing HRD and organisational learning
Strategic integration of Performance management
Reward strategy
Strategic responsibility of exit management
Strategic choice in employment relationships
Integrating equality and diversity in strategy
International Resourcing strategy
Ethical choices in HR strategy - the role of the HR professional

Learning Activities

Lectures will be used primarily to review current thinking in strategic HRM. Tutorials will focus on the analysis, evaluation and contextualisation of knowledge gained in the lectures and consideration of organisational and professional body best practice.

Tutorials will build questioning and analytical skills through a range of tasks and discussion topics.

References

Course Material	Book
Author	Leopold J, Harris L and Watson T
Publishing Year	2005
Title	The strategic management of human resources
Subtitle	
Edition	
Publisher	Financial Times/Prentice Hall
ISBN	

Course Material	Book
Author	Beardwell and Holden
Publishing Year	2001
Title	Human Resource Management: a contemporary perspective
Subtitle	
Edition	3rd
Publisher	Prentice Hall
ISBN	

Course Material	Book
Author	Price A
Publishing Year	2007
Title	Human Resource Management in a Business Context
Subtitle	
Edition	3rd
Publisher	Thomson
ISBN	

Course Material	Book
Author	Torrington D, Hall L and Taylor S
Publishing Year	2008
Title	Human Resource Management
Subtitle	
Edition	7th
Publisher	Prentice Hall
ISBN	

Course Material	Book
Author	Boxall and Purcell

Publishing Year	2003
Title	Strategy and Human Resource Management
Subtitle	
Edition	
Publisher	Palgrave Macmillan
ISBN	

Course Material	Book
Author	Storey, J
Publishing Year	2007
Title	Human Resource Management a Critical Text
Subtitle	
Edition	3rd
Publisher	Thomson
ISBN	

Course Material	Book
Author	Bratton J and Gold J
Publishing Year	2007
Title	Human Resource Management Theory and Practice
Subtitle	
Edition	4th
Publisher	Palgrave Macmillan
ISBN	

Notes

Topic lectures and tutorials are supported by additional tutorial blocks to focus on integration of hrm and encourage critical reflection.

The additional tutorial blocks will provide a venue for formative feedback and a review of summative coursework, Coursework will normally be submitted in week 13.

World of Work Skills Assessment