

Liverpool John Moores University

Title: STRATEGIC HUMAN RESOURCE DEVELOPMENT
Status: Definitive
Code: **6003BUSHM** (108172)
Version Start Date: 01-08-2011

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

Team	Leader
Patricia Harrison	Y

Academic Level: FHEQ6
Credit Value: 12.00
Total Delivered Hours: 24.00
Total Learning Hours: 120
Private Study: 96

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	24.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual case study coursework	100.0	

Aims

Students should develop the knowledge and skills required to influence the strategic management of Human Resource Development

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically evaluate the relationship between strategic HRD, learning and performance, and the perceived importance of integrating learning with working

- 2 Identify how a strategic approach to HRD can facilitate in building knowledge productive environments
- 3 Explore organisational roles, structures and networks that support learning and the management of learning
- 4 Evaluate processes and resources that facilitate and support learners
- 5 Assess the contribution of strategic HRD to the achievement of organisational objectives

Learning Outcomes of Assessments

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

report 1 2 3 4 5

Outline Syllabus

Strategic HRD,

The relationship between learning, performance and work

Building knowledge productive environments

Organisational roles, structures and networks that support learning and the management of learning

Processes and resources that facilitate and support learners

The contribution of strategic HRD

Learning Activities

Workshops with pre-work by students

References

Course Material	Book
Author	Garvey B and Williamson B
Publishing Year	2002
Title	Beyond Knowledge Management: Dialogue, creativity and the corporate curriculum
Subtitle	
Edition	
Publisher	Financial Times, Prentice Hall
ISBN	

Course Material	Book
Author	Harrison R
Publishing Year	2009
Title	Learning and Development
Subtitle	

Edition	5th
Publisher	CIPD
ISBN	

Course Material	Book
Author	Vince R
Publishing Year	2004
Title	Rethinking Strategic Learning
Subtitle	
Edition	
Publisher	Routledge
ISBN	

Course Material	Book
Author	Woodall J, Lee M and Stewart M
Publishing Year	2004
Title	New Frontiers in HRD
Subtitle	
Edition	
Publisher	Routledge
ISBN	

Course Material	Book
Author	Reid, M Barrington H and Brown M
Publishing Year	2004
Title	Human Resource Development beyond training interventions
Subtitle	
Edition	7th
Publisher	CIPD
ISBN	

Notes

This module will contain formative and summative assessment. During taught sessions participative learning methods will be used focusing on the application of theory to practice. Students will be provided with the opportunity to discuss their understanding of theory and the utility of complementary and competing theories for themselves and a range of employing organizations. They will have the opportunity during class to discuss their developing understandings and to receive feedback, and further clarification, from the tutor and peers.