

Liverpool John Moores University

Title: STRATEGIC HUMAN RESOURCE MANAGEMENT
Status: Definitive
Code: **6003BUSPR** (119792)
Version Start Date: 01-08-2018
Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
Jason Bogh	Y
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Academic Level: FHEQ6 **Credit Value:** 24 **Total Delivered Hours:** 46
Total Learning Hours: 240 **Private Study:** 194

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Lecture	20
Tutorial	24

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual coursework normally submitted in week 13	50	
Exam	AS2	Examination	50	2

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.

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