

## Liverpool John Moores University

Title: STRATEGIC HUMAN RESOURCE MANAGEMENT  
Status: Definitive  
Code: **6003BUSTA** (108378)  
Version Start Date: 01-08-2011

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

Team	Leader
Jane Aspinall	Y

**Academic Level:** FHEQ6  
**Credit Value:** 12.00  
**Total Delivered Hours:** 32.00  
**Total Learning Hours:** 120  
**Private Study:** 88

### Delivery Options

Course typically offered: Summer

Component	Contact Hours
Lecture	15.000
Tutorial	15.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	AS1	Examination	100.0	2.00

### Aims

*To appraise the contribution of strategic HR to the mission of the organization.*

*To evaluate the key human resource strategies that comprise the human resource management cycle: human resource planning, recruitment and selection; human resource development; performance systems; reward management and involvement and participation.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate the role of HRM in organizations using models of strategic HRM in discussion.
- 2 Discuss organizational responses to changes in labour markets, and recognize the impact on recruitment, selection, talent management.
- 3 Critically appraise key components of performance management, and the challenges of creating a culture of high performance and organizational and individual learning.
- 4 Identify and evaluate the impact of HR on organizations including the role of reward, involvement and participation.

### Learning Outcomes of Assessments

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

EXAM	1	2	3	4
------	---	---	---	---

### Outline Syllabus

*Strategic human resource management [SHRM]: development, models and issues.*

*Labour market issues and the human resource planning contribution to SHRM.*

*Recruitment, selection and talent management.*

*Integrating performance management and reward into SHRM.*

*Using employee involvement approaches to enhance participation.*

*The concept of the 'learning organisation' and strategic HRD.*

*Evaluation and impact of HRM strategies in an organizational setting.*

### Learning Activities

Lectures will discuss key concepts and theories within an organizational context. Tutorials will focus on student understanding and application of the knowledge.

### References

<b>Course Material</b>	Book
<b>Author</b>	Leopold, J, Harris, L and Watson, T
<b>Publishing Year</b>	2005
<b>Title</b>	The Strategic Managing of Human Resources

<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Price, A
<b>Publishing Year</b>	2004
<b>Title</b>	Human Resource Management in a Business Context
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	2nd edition, Thomson, London
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Torrington, D, Hall, L and Taylor, S
<b>Publishing Year</b>	2005
<b>Title</b>	Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	6th edition, Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Boxall, P and Purcell, J
<b>Publishing Year</b>	2003
<b>Title</b>	Strategy and Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Palgrave Macmillan, London
<b>ISBN</b>	

## Notes

Students will receive formative feedback in tutorials on their understanding of a case study.

Unseen questions relating to this case study will form Section A of the exam.

Students will then answer 2 questions from a possible 9 in Section B of the examination.