

Liverpool John Moores University

Title: DEVELOPMENT OF PEOPLE IN AN INTERNATIONAL ENVIRONMENT
Status: Definitive
Code: **6006BUSHM** (108175)
Version Start Date: 01-08-2011
Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Liverpool Business School

Team	Leader
Colin Gill	Y

Academic Level: FHEQ6 **Credit Value:** 12.00 **Total Delivered Hours:** 26.00
Total Learning Hours: 120 **Private Study:** 94

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	26.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual Assignments.	100.0	

Aims

This module explores the challenges faced by organisations operating within an international arena . The module evaluates the potential of Human Resource Development (HRD) and explores the relationship between HRD and the wider strategic management of organisations within a global market place.

Learning Outcomes

After completing the module the student should be able to:

- 1 Compare HRD within different cultures.
- 2 Evaluate different national approaches to HRD.
- 3 Explore the relationship between learning and performance and the issues involved in integrating learning with working.
- 4 Plan an approach to managing the development of people working in an international arena.
- 5 Assess the contribution of organisational learning to the achievement of organisational objectives.

Learning Outcomes of Assessments

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

CW	1	2	3	4	5
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Outline Syllabus

The emerging knowledge economy - competing in a global economy.

Preparing managers for overseas assignments.

Managing International careers and teams.

HRD: country frameworks - the drive for competitive advantage.

HRD needs; design and delivery of HRD; evaluation.

The ethical dimension.

Challenges for HRD in a global arena.

Learning Activities

Workshop to include pre-reading, tutor input, and group work.

References

Course Material	Book
Author	Gibb, S
Publishing Year	2007
Title	Human Resource Development
Subtitle	Process, Practices and Perspectives
Edition	2nd edition
Publisher	Palgrave MacMillan
ISBN	

Course Material	Book
Author	Garvey, B and Williamson, B
Publishing Year	2002
Title	Beyond Knowledge Management
Subtitle	Dialogue, Creativity and the Corporate Curriculum

Edition	
Publisher	Financial Times, Prentice Hall
ISBN	

Course Material	Book
Author	Harrison, R
Publishing Year	2005
Title	Learning and Development
Subtitle	
Edition	
Publisher	London, CIPD
ISBN	

Course Material	Book
Author	Harrison, R and Kessels, J
Publishing Year	2003
Title	Human Resource Development in a Knowledge Economy
Subtitle	An Organisational View
Edition	
Publisher	Basingstoke, Palgrave Macmillan
ISBN	

Course Material	Book
Author	Rigg, C, Stewart, J and Trehan, K
Publishing Year	2008
Title	Critical Human Resource Development
Subtitle	Beyond Orthodoxy
Edition	
Publisher	London, Routledge
ISBN	

Course Material	Book
Author	Woodall, J, Lee, M and Stewart, J (ed)
Publishing Year	2003
Title	New Frontiers in HRD
Subtitle	
Edition	
Publisher	London, Routledge
ISBN	

Notes

This module will draw on a broad selection of recent literature and international research in order to provide a critical approach to the study of HRD. The module will explore the challenges involved in developing people within an international arena.

