

Liverpool John Moores University

Title: DEVELOPMENT OF PEOPLE IN AN INTERNATIONAL ARENA
Status: Definitive
Code: **6016BUSHM** (111374)
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: 26.00
Total Learning Hours: 120
Private Study: 94

Delivery Options

Course typically offered: Semester 1

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 while competing in a knowledge economy. The module evaluates the potential of Human Resource Development (HRD) and explores the relationship between HRD, Human Resource Management (HRM) 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 the historical development of HRD within different cultures.
- 2 Evaluate different national frameworks for vocational education and training (VET).
- 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 a knowledge economy and competing in an international arena.
- 5 Assess the contribution of organisational learning and knowledge management to the achievement of organisational objectives.

Learning Outcomes of Assessments

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

Rpt	1	2	3	4	5
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Outline Syllabus

The emerging knowledge economy - competing in a global economy
HRD: country frameworks - the drive for competitive advantage and NVET systems
Building knowledge-productive organisations
Strategy, capabilities and knowledge productivity
Building knowledge-productive organisations
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	Garvey, B & Williamson, Bill
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	2004

Title	'Learning and Development'
Subtitle	
Edition	
Publisher	London: CIPD
ISBN	

Course Material	Book
Author	Harrison, R. & Kessels, J.
Publishing Year	2004
Title	'Human Resource Development in a Knowledge Economy: an Organisational View'
Subtitle	
Edition	
Publisher	Basingstoke: Palgrave Macmillan
ISBN	

Course Material	Book
Author	Rigg, C., Stewart, J. and Trehan, K.
Publishing Year	2007
Title	'Critical Human Resource Development: Beyond Orthodoxy'
Subtitle	
Edition	
Publisher	London: Routledge
ISBN	

Course Material	Book
Author	Woodall, J., Lee, M. and Stewart, J (ed)
Publishing Year	2004
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 a knowledge economy and an international arena.