Module Proforma

Approved, 2022.02

Summary Information

Module Code	6018LBSBSC
Formal Module Title	Strategic HRM
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 6
Grading Schema	40

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Robert Cumiskey	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings

Partner Module Team

Contact Name	Applies to all offerings	Offerings

Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Learning Methods

Learning Method Type	Hours

Lecture	11
Seminar	11
Workshop	22

Module Offering(s)

Offering Code	Location	Start Month	Duration
SEP-MTP	MTP	September	12 Weeks

Aims and Outcomes

Aims	The aims of this module are for students to develop an understanding of the models and theory underpinning strategic decision making in Human Resource Management and the contribution of strategic HRM to organisational success.

Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Understand the connections between organisational structure, strategy and the business operating environment.
MLO2	Understand organisational culture and theoretical perspectives on how people behave at work
MLO3	Understand how people practice supports the achievement of business goals and objectives

Module Content

Outline Syllabus
Strategic HRM Best Fit and Best Practice Vertical and horizontal integrationPerformance management Models and skillsHigh performance workingModels and organisational culture UK Productivity Puzzle UK Employee relationsUnitarist and pluralist perspectivesInvolvement and Participation initiativesEmployee Voice and Employee Engagement Conflict Resolution: Skills and practice / mediation Retention Strategies for success and their alignment and integration

Module Overview
The aims of this module is for you to develop an understanding of the models and theory underpinning strategic decision making in Human Resource Management (HRM) and the contribution of strategic HRM to organisational success.

Additional Information
This module is part of the Managing People and Organisations pathway.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Report	3500 Word Report	100	0	MLO1, MLO2, MLO3