

## Liverpool John Moores University

Title: Strategic HRM  
Status: Definitive  
Code: **6018LBSBSC** (126370)  
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management  
Teaching School/Faculty: Business and Management

| Team          | Leader |
|---------------|--------|
| Jane Aspinall | Y      |

**Academic Level:** FHEQ6  
**Credit Value:** 20  
**Total Delivered Hours:** 44  
**Total Learning Hours:** 200  
**Private Study:** 156

### Delivery Options

Course typically offered: Semester 1

| Component | Contact Hours |
|-----------|---------------|
| Lecture   | 11            |
| Seminar   | 11            |
| Workshop  | 22            |

**Grading Basis:** 40 %

### Assessment Details

| Category | Short Description | Description      | Weighting (%) | Exam Duration |
|----------|-------------------|------------------|---------------|---------------|
| Report   | RPT               | 3500 Word Report | 100           |               |

### 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:

- 1 Understand the connections between organisational structure, strategy and the business operating environment.
- 2 Understand organisational culture and theoretical perspectives on how people behave at work
- 3 Understand how people practice supports the achievement of business goals and objectives

### **Learning Outcomes of Assessments**

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

|                  |   |   |   |
|------------------|---|---|---|
| 3500 Word Report | 1 | 2 | 3 |
|------------------|---|---|---|

### **Outline Syllabus**

*Strategic HRM*

*Best Fit and Best Practice*

*Vertical and horizontal integration*

*Performance management*

*Models and skills*

*High performance working*

*Models and organisational culture*

*UK Productivity Puzzle*

*UK Employee relations*

*Unitarist and pluralist perspectives*

*Involvement and Participation initiatives*

*Employee Voice and Employee Engagement*

*Conflict Resolution: Skills and practice / mediation*

*Retention*

*Strategies for success and their alignment and integration*

### **Learning Activities**

Formal lectures, seminars and workshops.

### **Notes**

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