

Liverpool John Moores University

Title: CONTEMPORARY ASPECTS OF STRATEGIC HR
Status: Definitive
Code: **6024BUSCOM** (119489)
Version Start Date: 01-08-2012

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

Team	Leader
Jane Aspinall	Y

Academic Level: FHEQ6
Credit Value: 24.00
Total Delivered Hours: 80.00
Total Learning Hours: 240
Private Study: 160

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Lecture	26.000
Workshop	52.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1		50.0	
Exam	AS2		50.0	2.00

Aims

The module will provide the knowledge requirements of the CIPD Diploma Intermediate Standards equipping students with the academic content required to achieve Associate Membership CIPD.

Learning Outcomes

After completing the module the student should be able to:

- 1 Design and evaluate strategic HR practice in resourcing and talent planning.
- 2 Critically evaluate and develop strategic mechanisms for improving organizational performance.
- 3 Analyse contemporary developments in employee relations, contractual and legal obligations.
- 4 Critically evaluate and assess the impact of human resource development strategy.

Learning Outcomes of Assessments

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

Individual case study	1	3
Exam	2	4

Outline Syllabus

Labour market and stakeholder analysis in employee resourcing
Recruitment and selection strategies for change and diversity
Organisational restructuring and managing employee exit strategies
High performance working and competitive advantage
Talent planning and retention strategies
Perspectives of employment relations
The employment contract and legal environment in employment
Application of employment relations legislation
Involvement, participation, control and leadership
Strategic responsibility of exit management
Critical perspectives of HRD strategy
Emerging technologies and HRD
Cross cultural HRD and diversity
Ethical choices in HR strategy – the role of the HR professional

Learning Activities

Workshops will build confidence in understanding professional behaviours linked to CIPD HR professional mapping. Students will be encouraged to develop work based evidence base alongside the academic study. Case and role play activities will allow students to set academic work in a real world context. Discussion board on BB will support students to contextualise the work in diverse settings.

References

Course Material	Book
Author	Leopold, J, Harris, L and Watson, T
Publishing Year	2009

Title	The Strategic Managing of Human Resources
Subtitle	
Edition	2nd
Publisher	Financial Times/Prentice Hall
ISBN	

Course Material	Book
Author	Price, A
Publishing Year	2007
Title	Human Resource Management in a Business Context
Subtitle	
Edition	3rd
Publisher	Thomson
ISBN	

Course Material	Book
Author	Storey, J
Publishing Year	2007
Title	Human Resource Management: A Critical Text
Subtitle	
Edition	3rd
Publisher	Thomson
ISBN	

Course Material	Book
Author	Taylor, S, Hall, L, Torrington, D, and Atkinson, C.
Publishing Year	2011
Title	Human Resource Management
Subtitle	
Edition	8th
Publisher	Prentice Hall
ISBN	027-375692-2

Notes

The module follows the curriculum for the CIPD Intermediate standard knowledge requirement.

In addition to the normal workshops there will be two half day preparation for assessment and assessment skills blocks to support student learning and network meetings with local CIPD practitioners.