

## Liverpool John Moores University

Title: CONTEMPORARY ASPECTS OF STRATEGIC HR  
Status: Definitive  
Code: **6024BUSTAR** (119504)  
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: Summer

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

<b>Course Material</b>	Book
<b>Author</b>	Leopold, J, Harris, L and Watson, T
<b>Publishing Year</b>	2009

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

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

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

<b>Course Material</b>	Book
<b>Author</b>	Taylor, S, Hall, L, Torrington, D, and Atkinson, C.
<b>Publishing Year</b>	2011
<b>Title</b>	Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	7th
<b>Publisher</b>	Prentice Hall
<b>ISBN</b>	027-375692-3

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## 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.