

## Liverpool John Moores University

Title: Strategic HR Theory and Practice  
Status: Definitive  
Code: **6110BUSHR** (123884)  
Version Start Date: 01-08-2021

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

Team	Leader
Sally Kah	Y

**Academic Level:** FHEQ6      **Credit Value:** 10      **Total Delivered Hours:** 44  
**Total Learning Hours:** 100      **Private Study:** 56

### Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Lecture	11
Online	11
Workshop	22

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Test	Test	Case Study In Class Assessment.	100	

### Aims

*To use academic literature to critically appraise an organisational context and make recommendations using a Strategic HRM framework.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise academic literature on Strategic HRM.
- 2 Evaluate options and alternatives to resolve organisational context issues.
- 3 Make recommendations on strategic direction supported by literature and analysis of organisational context.

### **Learning Outcomes of Assessments**

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

Case Study	1	2	3
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### **Outline Syllabus**

*Introduction to Strategic HRM theory*  
*Analysing Strategic HRM models*  
*Application of Strategic HRM models to organisational context*  
*Critical Evaluation of Strategic HRM interventions*  
*Resourcing and Talent Management strategy*  
*Development, Performance and Reward strategy*  
*Integrating areas of Strategy to maximise impact*  
*Adding Value through Strategic HRM*  
*Organisational Culture*  
*Ethical HR framework and practice*  
*Critical case study analysis*

### **Learning Activities**

Interactive and participative workshops.

### **Notes**

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