

Liverpool John Moores University

Title: Strategic HR
Status: Definitive
Code: **6115BUSHR** (128474)
Version Start Date: 01-08-2021

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

Team	Leader
Jane Eme-Power	Y
Jason Bogh	

Academic Level: FHEQ6 **Credit Value:** 20 **Total Delivered Hours:** 33
Total Learning Hours: 200 **Private Study:** 167

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Online	17
Workshop	16

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	Essay	Case Study	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.
- 4 Review key contemporary business methods in preventing and resolving disciplinary and grievance issues.

Learning Outcomes of Assessments

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

Essay	1	2	3	4
-------	---	---	---	---

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 supporting online delivery

Notes

Exploring HR functions from a strategic perspective