

Developing HR Strategy and Culture

Module Information

2022.01, Approved

Summary Information

Module Code	6150LBSHR
Formal Module Title	Developing HR Strategy and Culture
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 6
Grading Schema	40

Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Learning Methods

Learning Method Type	Hours
Workshop	33

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-MTP	MTP	January	12 Weeks

Aims and Outcomes

Aims	This module examines the connections between organisational structure and the wider world of work in a commercial context. It highlights the factors and trends, including the digital environment, that impact on business strategy and effective workforce planning in considering the development of diverse talent pools, recognising the influence of culture, employee well-being and behaviour in delivering change and organisational performance.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Evaluate the connections between organisational structure, strategy and the business operating environment
MLO2	2	Evaluate organisational culture and theoretical perspectives on how people behave at work
MLO3	3	Evaluate key contemporary labour market trends and the importance and significance for workforce planning
MLO4	4	Evaluate how people practice supports the achievement of business goals and objectives

Module Content

Outline Syllabus	Organisational structures Competitive environment Technology: Impact on systems and structures Organisational culture and change Culture, Diversity and Wellbeing Employee life cycle Labour Market Trends Key stakeholders and future skills Planning Strategies to meet customer requirements Workforce planning approaches and techniques Advanced Recruitment and Selection methods
Module Overview	
Additional Information	This module is designed to provide a comprehensive overview of HR strategy and culture reflecting both the internal and external environmental factors that impact on successful people management practices to meet organisational and customer requirements

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	Report	100	0	MLO1, MLO2, MLO3, MLO4

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Jane Eme-Power	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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