

## Liverpool John Moores University

Title: Strategic HR Competencies  
Status: Definitive  
Code: **6170BUSHR** (123891)  
Version Start Date: 01-08-2021

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

| Team               | Leader |
|--------------------|--------|
| Maddy Petzer       | Y      |
| Paul Mcevoy Clarke |        |

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

### Delivery Options

Course typically offered: Semester 2

| Component | Contact Hours |
|-----------|---------------|
| Workshop  | 33            |

**Grading Basis:** 40 %

### Assessment Details

| Category | Short Description | Description                                   | Weighting (%) | Exam Duration |
|----------|-------------------|---|---------------|---------------|
| Practice | Practical         | Authentic simulation of practitioner activity | 100           |               |

### Aims

*The module will review strategic HR practitioner competencies and behaviours. Students will explore various challenges in contemporary HR and critically evaluate practical role-play and documentation associated with this.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate key contemporary disciplinary and grievance issues affecting the HR function within private, public and third sector organisations.
- 2 Analyse the root causes of disciplinary and grievance action.
- 3 Review key contemporary business methods in preventing and resolving disciplinary and grievance issues.
- 4 Reflect on the preparation and execution of an Employment Tribunal from an HR perspective.

## **Learning Outcomes of Assessments**

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

|                               |   |   |   |   |
|-------------------------------|---|---|---|---|
| Employee Relations Simulation | 1 | 2 | 3 | 4 |
|-------------------------------|---|---|---|---|

## **Outline Syllabus**

*Strategic HRM – Challenges*

*Interpersonal skills required in HRM*

*The strategic use of HR competencies and application of appropriate policies and procedures*

*Case Study workshop*

*Managing employment relationships*

*Resolving conflict*

*HRM role*

*Role Play – review and prepare*

## **Learning Activities**

Participative workshops with practical sessions reviewing theory, case studies and group work. Students will also be involved in designing and delivering an employment tribunal role play with participant feedback.

## **Notes**

Following group workshops, students design and deliver employment tribunal role play with participant feedback.