

Liverpool John Moores University

Title: Strategic HR
Status: Definitive
Code: **6210BSPTHR** (123952)
Version Start Date: 01-08-2021

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

Team	Leader
Deborah Callaghan	Y
Maureen Royce	

Academic Level: FHEQ6
Credit Value: 30
Total Delivered Hours: 60
Total Learning Hours: 300
Private Study: 240

Delivery Options

Course typically offered: Summer

Component	Contact Hours
Online	30
Workshop	30

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	1,500 word 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 models associated with Strategic HRM in an organisational context
- 3 Evaluate options and alternatives to resolve organisational context issues
- 4 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:

Report	1	2	3	4
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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

Participative workshops to identify key areas of theory and develop critical skills to analyse use of theory and literature within an organisational context

Notes

Analytical and evaluative module using theory to inform responses to case context HR issues