

Managing Performance and Engagement

Module Information

2022.01, Approved

Summary Information

Module Code	6312BUSBS
Formal Module Title	Managing Performance and Engagement
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
Lecture	11
Seminar	33

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
SEP-MTP	MTP	September	12 Weeks

Aims and Outcomes

Aims	The module forms part of the BABS HRM ROUTE which aims to provide the knowledge requirements of the CIPD Certificate HRM Intermediate Standards
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Critically appraise the line manager and HR roles, relationships and models of delivery for High Performance Working in a range of contemporary settings.
MLO2	2	Argue the business case for high performance working including its impact on culture and change management.
MLO3	3	Know how to implement strategies and practices intended to raise levels of employee engagement both locally and globally.
MLO4	4	Identify and explain the contribution of performance and engagement practices to business success.
MLO5	5	Demonstrate ability to evaluate the findings of recent studies in performance and engagement and relate them to a range of contemporary settings.

Module Content

Outline Syllabus	<p>Conceptualising the organisation: the strategic link The Harvard model of HRM: stakeholders Models and methods of aligning performance Performance owned and driven by the line High Performance Working culture Managing the move to a HPWO Employee engagement: unitarism and pluralism Engagement strategy, policy and practice Barriers to effective engagement Managing attendance Performance Improvement Employee well being Employer Branding and global engagement Evaluating the contribution of HPW to success Engagement and sustainability</p>
Module Overview	
Additional Information	<p>This module delivers specialist HRM content to BABS students who may be aspiring line managers and/or HR managers. It considers the roles of line managers and HR managers in a range of organisations of different sizes and sectors. The module will provide the knowledge requirements of the Chartered Institute of Personnel and Development Certificate in HRM at Intermediate Standards and as part of the HRM Route will equip students with the academic content required to achieve Associate Membership of CIPD. The module is mapped against LJMU WOW skills and graduate skills, is fully accessible through Canvas and supported by on line materials through recommended texts.</p>

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	Report	100	0	MLO2, MLO3, MLO4, MLO5, MLO1

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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