

Liverpool John Moores University

Title: STRATEGIC HUMAN RESOURCE MANAGEMENT
Status: Definitive
Code: **6500PD** (107480)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Isle of Man International Business School

Team	Leader
Alex Watt	Y

Academic Level: FHEQ6
Credit Value: 24.00
Total Delivered Hours: 46.00
Total Learning Hours: 240
Private Study: 194

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	20.000
Tutorial	24.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual coursework normally submitted in week 13	50.0	
Exam	AS2	Examination	50.0	2.00

Aims

To critically appraise concepts and models of strategic HRM and to evaluate the contribution of HRM to the organization.

To analyse practice and theory in human resource strategy with particular reference to planning, recruitment and selection, development; performance management, reward and other contemporary strategy areas.

To show how elements of human resource strategy integrate vertically and horizontally.

Learning Outcomes

After completing the module the student should be able to:

- 1 Assess the relationships between HRM strategy and organisation effectiveness.
- 2 Suggest the linkages between HR planning and selection and organisational responses to changes in markets, technology and structure.
- 3 Discriminate between modes of delivery in performance management and reward in a diverse environment.
- 4 Appraise the role of HRD in developing and utilising intellectual capital for competitive advantage.
- 5 Assess strategic choices in the employment relationships (representation, diversity, ethics).

Learning Outcomes of Assessments

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

ESSAY	1	2			
EXAM	1	2	3	4	5

Outline Syllabus

Managing HR strategically
Models of strategic HRM
Strategic models of human resource planning
Flexibility – managing uncertainty
Strategic choices in recruitment
Selection decisions and best practice
Managing HRD and developing managers
Knowledge management and communities of practice
Performance management
Reward strategy
Strategic responsibility of exit management
Strategic choice in employment relationships
Managing equality and diversity
International Resourcing strategy
Ethical choices in HR strategy

Learning Activities

Lectures will be used primarily to review current thinking in HRM. Tutorials will focus on the application of knowledge gained in the lectures and consideration of organisational practice. Tutorials will build questioning and analytical skills through a range of tasks and discussion topics.

References

Course Material	Book
Author	Leopold, J, Harris, L and Watson, T
Publishing Year	2005
Title	Strategic Human Resourcing
Subtitle	
Edition	
Publisher	Financial Times/Prentice Hall
ISBN	

Course Material	Book
Author	Beardwell, I and Holden, L
Publishing Year	2001
Title	Human Resource Management: A Contemporary Perspective
Subtitle	
Edition	
Publisher	3rd edition, Prentice Hall
ISBN	

Course Material	Book
Author	Price, A
Publishing Year	2007
Title	Human Resource Management in Business Context
Subtitle	
Edition	
Publisher	3rd edition, Thomson
ISBN	

Course Material	Book
Author	Torrington, D, Hall, L and Taylor, S
Publishing Year	2005
Title	Human Resource Management
Subtitle	
Edition	
Publisher	6th edition, Prentice Hall
ISBN	

Course Material	Book
Author	Boxall and Purcell
Publishing Year	2003
Title	Strategic and Human Resource Management
Subtitle	
Edition	

Publisher	Palgrave Macmillan
ISBN	

Notes

Topic lectures and tutorials are supported by additional tutorial blocks to focus on integration of HRM and encourage critical reflection.

The additional tutorials blocks will provide a venue for formative feedback and a review of summative coursework. Coursework will normally be submitted in week 13.