Liverpool John Moores University

Title: MANAGING HUMAN RESOURCE DEVELOPMENT
Status: Definitive
Code: **6502HM**   (107438)
Version Start Date: 01-08-2011

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

Team	emplid	Leader
Alex Watt		Y

Academic Level:	FHEQ6	**Credit Value:**	12.00	**Total Delivered Hours:**	34.00
Total Learning Hours:	120	**Private Study:**	86		

Delivery Options
Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Workshop	32.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	AS1	Seen Case Study Exam	100.0	2.00

Aims

Students should develop the knowledge and skills required to manage and develop the potential of employees to the mutual benefit of employer and employee, in support of the organisations overall business objectives.

Learning Outcomes

After completing the module the student should be able to:

1   Select and justify appropriate methods for identifying a range of training needs.

2 Propose appropriate HRD interventions to meet identified needs.
3 Present a proposal to implement a HRD intervention.
4 Design approaches to evaluate HRD interventions.
5 Produce a consultancy report for a case study organisation dealing with a complex HRD issues.

Learning Outcomes of Assessments

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

EXAM   1 2 3 4 5

Outline Syllabus

1.Developments in HRD.
2.Identifying training needs.
3.Planning learning events.
4.Design and delivery.
5.Evaluation and assessment.
6.HRD as consultantcy.
7.Management development.

Learning Activities

Workshops with pre-work by students.

References

Course Material	Book
Author	Barrington and Reid,
Publishing Year	1997
Title	Training Interventions,
Subtitle	
Edition	
Publisher	IPD.
ISBN	

Course Material	Book
Author	Harrison, R.,
Publishing Year	1997
Title	Employee Development,
Subtitle	
Edition	
Publisher	IPD.
ISBN	

Course Material	Book
Author	Stewart J.,
Publishing Year	1999
Title	Employee Development Practice.
Subtitle	
Edition	
Publisher	London, Pitman.
ISBN	

Course Material	Book
Author	Stewart J. & McGoldrick J.,
Publishing Year	1998
Title	HRD,
Subtitle	
Edition	
Publisher	Pitman.
ISBN	

Notes

The module provides students with knowledge of current HRD from an individual and organisational context. They are required to apply this knowledge and persuade line management of the benefits involved in developing individuals. Strategic HRM builds on this by providing a national and strategic overview.