

Liverpool John Moores University

Title: HUMAN RESOURCE MANAGEMENT
Status: Definitive
Code: **6503CP** (103587)
Version Start Date: 01-08-2013

Owning School/Faculty: Arts, Professional and Social Studies
Teaching School/Faculty: Dublin Business School

Team	Leader
Alistair Beere	Y

Academic Level: FHEQ6
Credit Value: 24.00
Total Delivered Hours: 77.00
Total Learning Hours: 240
Private Study: 163

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Lecture	50.000
Tutorial	25.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Group Assignment	50.0	
Exam	AS2	Examination	50.0	2.00

Aims

To develop in learners an understanding of the principles behind the management of human resources in organisations

To provide learners with insight into the importance of the human resource management function within organisations and an appreciation of the key issues facing human resource managers

To familiarise learners with contemporary practical concepts and techniques relevant to the management of human resources in organisations

To equip learners to evaluate human resource issues and to devise appropriate responses
To develop learners' appreciation of the strategic management of people

Learning Outcomes

After completing the module the student should be able to:

- 1 Prescribe strategically enabling HRM strategies designed to harness maximum contribution of human resources for organisational success
- 2 Assess the practical talent management issues involved in Human Resource Planning
- 3 Synthesise the importance of effective recruitment, selection, training and development as a basis for competitive advantage
- 4 Evaluate the main methods of managing performance and reward at work
- 5 Display analytical ability in the motivation, engagement and retention of employees

Learning Outcomes of Assessments

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

GROUP	1	2	4		
ASSIGNMENT					
EXAM	1	2	3	4	5

Outline Syllabus

1. *HRM as a key enabler of organisational Strategy Development of HRM. HRM and Strategy. HRM value-adding activities. Metrics to demonstrate HRM effectiveness.*
2. *HRM & Employee Resourcing HRM planning process. Equality and Diversity. Generation Y. Recruitment & Selection processes.*
3. *Organisational Culture Models of organisational and national Culture. HRM implications. Role of HRM in enabling desired cultural change.*
4. *Employee Motivation, Engagement and the Design of Work Theories of Motivation, and their applicability to work situations. Employee Engagement – its drivers, how to measure and grow it. Implications for work design.*
5. *Reward Managing Performance and Reward The scope of reward management; effective reward systems; Job analysis and evaluation; Performance related pay schemes. Performance management – objectives, methods.*
6. *Learning, Training & Development The requirement for learning, training and development; definition of terms; learning, training and development processes – design, delivery, evaluation. The Learning Organisation. Developing Innovation and Leadership.*
7. *Emotional Intelligence Understanding one's personality. Adapting one's behaviours for improved effectiveness. HR management practice and skills*
8. *Employee Relations and the Law The Voluntarist tradition. State Institutions and Actors, Conflict resolution, Termination of employment, Forces for change – EU Law,*

and Multinational influence.

9. *Contemporary issues Corporate social responsibility, developments in e-HR, HR partnering for efficiency and effectiveness.*

10. *Building High Performance Work Systems HR metrics and Benchmarking, Strategy based metrics, HR outsourcing in practice, and Global issues in Human Resource management.*

Learning Activities

Lectures and tutorials.

References

Course Material	Book
Author	Gunnigle,P. Heraty, N. and Morley,M.
Publishing Year	2011
Title	Human resource management
Subtitle	Theory and practice in Ireland
Edition	4th
Publisher	Gill and Macmillan
ISBN	

Course Material	Book
Author	Torrington, D, Hall, L and Atkinson, C
Publishing Year	2011
Title	Human Resource Management
Subtitle	
Edition	8th
Publisher	Prentice Hall, London
ISBN	

Course Material	Book
Author	Dessler, G.
Publishing Year	2012
Title	Fundamentals of Human Resource management
Subtitle	
Edition	3rd
Publisher	Prentice Hall, London
ISBN	

Course Material	Book
Author	Beardwell, I and Holden, L
Publishing Year	2010
Title	Human Resource Management
Subtitle	A contemporary approach
Edition	6th

Publisher	Prentice Hall, London
ISBN	

Notes

The module provides learners with a comprehensive and modern review of talent planning, management and resourcing. Students will learn how Human Resource (HR) specialists demonstrably add value in pursuit of competitive advantage and organisational sustainability. Among other contemporary issues, learners will be introduced to the complexity surrounding the reconfiguration of the HR role, the impact of culture on HR performance, the rise of the HR business partner, the potential of e-enabled HR and HR outsourcing opportunities. This module also includes an assessment of the traditional HR activities, recruitment and selection, training and development and associated sophisticated policies and practices.