Liverpool John Moores University

Title:	STRATEGIC HUMAN RESOURCE DEVELOPMENT
Status:	Definitive
Code:	**6504PD** (107482)
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:**	26.00
Total Learning Hours:	120	**Private Study:**	94		

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	12.000
Tutorial	12.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Coursework	25.0	
Exam	AS2	Seen Case Study with unseen examination questions	75.0	2.00

Aims

Students should develop the knowledge and skills required to influence the strategic management of Human Resource Development.

Learning Outcomes

After completing the module the student should be able to:

1. Critically evaluate the relationship between HRD, learning and performance, and the perceived importance of integrating learning with working
2. Identify how a strategic approach to HRD can facilitate in building knowledge productive environments
3. Explore organisational roles, structures and networks that support learning and the management of learning
4. Evaluate processes and resources that facilitate and support learners
5. Assess the contribution of strategic HRD to the achievement of organisational objectives

Learning Outcomes of Assessments

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

ESSAY	3	4			
EXAM	1	2	3	4	5

Outline Syllabus

Strategic HRD, learning and performance
The relationship between learning, performance and work
Building knowledge productive environments
Organisational roles, structures and network that support learning and the management of learning
Processes and resources that facilitate and support learners
The contribution of strategic HRD

Learning Activities

Workshops with pre-work by students.

References

Course Material	Book
Author	Gibb, S
Publishing Year	2008
Title	Human Resource Development: Process, Practices and Perspective
Subtitle	
Edition	
Publisher	2nd edition, Palgrave MacMillan
ISBN	

Course Material	Book

Author	Harrison, R
Publishing Year	2005
Title	Learning and Development
Subtitle	
Edition	
Publisher	London, CIPD
ISBN	

Course Material	Book
Author	Harrison, R and Kessels, J
Publishing Year	2004
Title	Human Resource Development in a knowledge economy: an organisational view
Subtitle	
Edition	
Publisher	Basingstoke Palgrave MacMillian
ISBN	

Course Material	Book
Author	Vince, R
Publishing Year	2004
Title	Rethinking Strategic Learning
Subtitle	
Edition	
Publisher	London, Routledge
ISBN	

Course Material	Book
Author	Woodall, J, Lee, M and Stewart, J
Publishing Year	2004
Title	New Frontiers in HRD
Subtitle	
Edition	
Publisher	London, Routledge
ISBN	

Notes

During taught sessions, participative learning methods will be used focusing on the application of theory to practice. Students will be provided with the opportunity to discuss their understanding of theory and the utility of complementary and competing theories for themselves and a range of employing organisations. They will have the opportunity during class to discuss their developing understandings and to receive feedback, and further clarification from the tutor and peers.

The focus, the application of theory to practice, will be carried over the seen case

study exam. Students will be provided with a case organisation and asked to critically evaluate current organisational structures, processes and relationships in relation to managing Strategic HRD. Based on this critical analysis, students will be required to produce a report justifying interventions and systems to improve Strategic HRD.