

# Strategic HRM

## Module Information

2022.01, Approved

### Summary Information

Module Code	6518YPCBSC
Formal Module Title	Strategic HRM
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 6
Grading Schema	40

### Teaching Responsibility

LJMU Schools involved in Delivery
LJMU Partner Taught

### Partner Teaching Institution

Institution Name
YPC International College (Kolej Antarabangsa YPC)

### Learning Methods

Learning Method Type	Hours
Lecture	11
Seminar	11
Workshop	22

### Module Offering(s)

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

## Aims and Outcomes

Aims	The aims of this module are for students to develop an understanding of the models and theory underpinning strategic decision making in Human Resource Management and the contribution of strategic HRM to organisational success.
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**After completing the module the student should be able to:**

### Learning Outcomes

Code	Number	Description
MLO1	1	Understand the connections between organisational structure, strategy and the business operating environment.
MLO2	2	Understand organisational culture and theoretical perspectives on how people behave at work.
MLO3	3	Understand how people practice supports the achievement of business goals and objectives

## Module Content

Outline Syllabus	Strategic HRM Best Fit and Best Practice Vertical and horizontal integrationPerformance management Models and skillsHigh performance workingModels and organisational culture UK Productivity Puzzle UK Employee relationsUnitarist and pluralist perspectivesInvolvement and Participation initiativesEmployee Voice and Employee Engagement Conflict Resolution: Skills and practice / mediation Retention Strategies for success and their alignment and integration
Module Overview	
Additional Information	This module is part of the Managing People and Organisations pathway.

## Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	3500 Word Report	100	0	MLO1, MLO2, MLO3

## Module Contacts

### Module Leader

Contact Name	Applies to all offerings	Offerings
Jane Aspinall	Yes	N/A

### Partner Module Team

Contact Name	Applies to all offerings	Offerings
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