

Liverpool John Moores University

Title: Strategic HRM
Status: Definitive
Code: **6518YPCBSC** (126849)
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management
Teaching School/Faculty: YPC International College (Kolej Antarabangsa YPC)

Team	Leader
Jane Aspinall	Y

Academic Level: FHEQ6
Credit Value: 20
Total Delivered Hours: 44
Total Learning Hours: 200
Private Study: 156

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Lecture	11
Seminar	11
Workshop	22

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	RPT	3500 Word Report	100	

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.

Learning Outcomes

After completing the module the student should be able to:

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

Learning Outcomes of Assessments

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

3500 Word Report	1	2	3
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Outline Syllabus

Strategic HRM
Best Fit and Best Practice
Vertical and horizontal integration
Performance management
Models and skills
High performance working
Models and organisational culture
UK Productivity Puzzle
UK Employee relations
Unitarist and pluralist perspectives
Involvement and Participation initiatives
Employee Voice and Employee Engagement
Conflict Resolution: Skills and practice / mediation
Retention
Strategies for success and their alignment and integration

Learning Activities

Formal lectures, seminars and workshops.

Notes

This module is part of the Managing People and Organisations pathway.