

Liverpool John Moores University

Title: MANAGING GLOBAL RESOURCING, TALENT AND PERFORMANCE
Status: Definitive
Code: **7001BUSIHR** (120996)
Version Start Date: 01-08-2017

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
Peter Cureton	Y

Academic Level: FHEQ7
Credit Value: 30
Total Delivered Hours: 60
Total Learning Hours: 300
Private Study: 240

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	60

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	REPORT 1	3,000 word individual report that requires application of module content to an organisational context.	50	
Report	REPORT 2	3,000 word equivalent requiring analysis and evaluation a case study with role play (1,500 words) and a critical evaluation of performance related behaviour in an organisational context.	50	

Aims

To enable learners to evaluate and critically analyse the strategic contribution of managing global resourcing and talent management to achieve corporate goals.

To provide learners with the knowledge and understanding of the role that performance management makes to support business objectives in diverse and global environments.

To support learners to develop and lead systems of performance to meet a high performing and cross-cultural culture.

Learning Outcomes

After completing the module the student should be able to:

- 1 Analyse and critically evaluate the major features of global employment markets to devise justified Resourcing and Talent Management strategies and play a leading role in diversity management and flexible working initiatives.
- 2 Manage the complete employment cycle effectively, efficiently, lawfully and professionally, using relevant employee data for long and short-term planning to retain talent for sustainable organisational performance.
- 3 Analyse an organisation's strategic performance aims and objectives and design relevant systems for the creation of a high performance culture in which individual and team performance supports organisational outcomes.
- 4 Critically evaluate tools for managing both performance achievement and underachievement and assess the impact of leadership, stakeholder involvement and communication on effective systems of performance management.
- 5 Critically evaluate the need for strategic integration of Global Resourcing, Talent and Performance with other areas of Human Resource Management and with organisational culture and values.

Learning Outcomes of Assessments

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

ASSESSMENT REPORT 1	1	2	5
ASSESSMENT REPORT 2	3	4	5

Outline Syllabus

The global context for Resourcing and Talent Management

The economics of the labour market

Labour market institutions

Strategies for Global Resourcing and Talent Management, diversity and flexibility, and work/home balance

The employment cycle – recruitment, selection and induction and retirement, redundancy and dismissal

Talent and succession planning

Employee retention

Strategic Integration of Global Resourcing and Talent Management Performance Management and devising links to the strategic aims of diverse organisations, evaluating the impact on both organisations and individuals. Motivational triggers, challenge and leadership in managing performance. Supporting embedded processes of performance through stakeholder involvement and communication.

Learning Activities

Workshop format. Students will be required to apply their knowledge within varying economies and organisational contexts, and to review and evaluate relevant contemporary literature and evidence-based research. Case studies will be used to assist in this process and students will additionally critically evaluate the practices of known organisations. Role plays will use a case study scenario, peer review and feedback. Blackboard discussion groups and on line provision of module materials.

Notes

This module is available as a module within the LJMU Masters in Personnel and Development and as a standalone module for CPD purposes.