

## Liverpool John Moores University

Title: HR: STRATEGY AND STRATEGIES  
Status: Definitive  
Code: **7002BUSHR** (108322)  
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School  
Teaching School/Faculty: Liverpool Business School

Team	Leader
Charlotte Tommins	Y

**Academic Level:** FHEQ7  
**Credit Value:** 15.00  
**Total Delivered Hours:** 24.00  
**Total Learning Hours:** 150  
**Private Study:** 126

### Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	24.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	3000 word on a strategic HR topic and a reflective learning account.	100.0	

### Aims

*To evaluate contemporary organisations approaches to the development and delivery of HR strategies and to critically reflect on the relationship between aspects of strategy.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate the relationship between business strategies and HR strategies.
- 2 Critically review theoretical views of HR strategy and strategies.
- 3 Critically reflect on the strategies of contemporary organisations and specific aspects of HR strategy.
- 4 Evaluate the role of HR and other key stakeholders in the development and delivery of HR strategies.

### Learning Outcomes of Assessments

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

CW                                      1    2    3    4

### Outline Syllabus

*Perspectives on the nature of business strategy and HR strategy.*  
*Analysis of the contemporary roles of HR.*  
*Development and delivery of contemporary HR strategies.*  
*Relationship between aspects of HR strategy, HR and HRD.*

### Learning Activities

The learning activities are designed to facilitate the development of critically reflective practitioners able to undertake research into their own practice and thereby develop their knowledge and understanding of the subject area and their professional practice. The module is delivered by workshop, over a three day period. The emphasis during the workshop is on critiquing theory and its relevance to practice. The focus of this module is to enable practitioners to develop as independent learners and to develop their own research interest. This research interest will form the focus of the enquiry into practice and will inform the management research methods module and the dissertation.

### References

<b>Course Material</b>	Book
<b>Author</b>	Bearwell, J and Claydon, T
<b>Publishing Year</b>	2007
<b>Title</b>	Human Resource Management
<b>Subtitle</b>	A Contemporary Approach
<b>Edition</b>	5th
<b>Publisher</b>	Prentice Hall, London
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Boxhall, P

<b>Publishing Year</b>	2008
<b>Title</b>	Strategy & Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	2nd
<b>Publisher</b>	Palgrave Macmillan, Basingstoke
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Holbech, L
<b>Publishing Year</b>	2001
<b>Title</b>	Aligning Human Resources and Business Strategy
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Butterworth-Heinemann, Oxford
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Johnson, G and Scholes, K
<b>Publishing Year</b>	2005
<b>Title</b>	Exploring Corporate Strategy
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Prentice Hall, Harlow
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Leopold, J. et al
<b>Publishing Year</b>	2005
<b>Title</b>	The Strategic Managing of Human Resources
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Prentice Hall, Harlow
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Redman, T and Wilkinson, A
<b>Publishing Year</b>	2006
<b>Title</b>	Contemporary Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	2nd
<b>Publisher</b>	Prentice Hall, Harlow
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Rigg, C, Stewart, J and Trehan, K
<b>Publishing Year</b>	2007
<b>Title</b>	Critical Human Resource Development

<b>Subtitle</b>	Beyond Orthodoxy
<b>Edition</b>	
<b>Publisher</b>	FT Prentice Hall, Harlow
<b>ISBN</b>	

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### **Notes**

This module is only available as part of the MA in Strategic Human Resources. This Masters is a specialist top up degree and is designed to build upon prior knowledge, skills and experience within the HR subject area. The award is work based and the learning outcomes have to be applied in the workplace and included within the coursework.