

## Liverpool John Moores University

Title: MANAGING HUMAN RESOURCING STRATEGY  
Status: Definitive  
Code: **7003BUSMA** (108279)  
Version Start Date: 01-08-2017

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

Team	Leader
Aileen Lawless	Y
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**Academic Level:** FHEQ7      **Credit Value:** 15      **Total Delivered Hours:** 36

**Total Learning Hours:** 150      **Private Study:** 114

### Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Workshop	36

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual written coursework in the region of 5000 words.	100	

### Aims

*To provide a conceptual framework for effective employee resourcing in an international context and demonstrate the contribution of employee resourcing to effective and ethical business practice.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise recruitment and selection methods with a particular focus on psychological tests and assessment centres.
- 2 Make a business case for competency and diversity based employee resourcing policy and practice.
- 3 Assess the impact of local and global labour markets on resourcing strategy in contemporary organisations.
- 4 Evaluate how the strategic integration of employee resourcing policy and practice with other areas of HRM impacts positively on organisational effectiveness.

### **Learning Outcomes of Assessments**

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

report	1	2	3	4
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### **Outline Syllabus**

*Employee resourcing in a HRM and organisational context*

*Human resource planning and job design*

*Selection methods and their predictive validity*

*Psychological testing and assessment centres*

*The business case for competency based and diversity based approaches to resourcing*

*Evaluating employee resourcing strategy and practice*

### **Learning Activities**

Lecture and interactive participation

Discussion of current management theories and issues

Case studies

Reflection on learning experiences

### **Notes**

The module provides a conceptual framework for effective employee resourcing. Formative feedback is advanced through workshop participation and the analysis of case studies and scenarios.