

### Summary Information

<b>Module Code</b>	7003LBSMHR
<b>Formal Module Title</b>	Strategic People Management and Developing Performance
<b>Owning School</b>	Business and Management
<b>Career</b>	Postgraduate Taught
<b>Credits</b>	20
<b>Academic level</b>	FHEQ Level 7
<b>Grading Schema</b>	50

### Module Contacts

#### Module Leader

Contact Name	Applies to all offerings	Offerings
Jyotsna Jariwala	Yes	N/A

#### Module Team Member

Contact Name	Applies to all offerings	Offerings
Paul McEvoy Clarke	Yes	N/A

#### Partner Module Team

Contact Name	Applies to all offerings	Offerings
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### Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

### Learning Methods

Learning Method Type	Hours
Workshop	24

## Module Offering(s)

Offering Code	Location	Start Month	Duration
JAN-MTP	MTP	January	12 Weeks

## Aims and Outcomes

<b>Aims</b>	The module aims to explore how people professionals create value and deliver outcomes for organisations and employees, and how contributing to the achievement of business objectives improves performance and enhances the employee experience.
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## Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Critically evaluate the integration of people management and practices with business strategies and culture.
MLO2	Critically explore people practices focussing on development can enhance both organisational success and employee inclusion and engagement.
MLO3	Critically discuss the strategic purpose, role and impact people professionals can have on areas of the business.
MLO4	Demonstrate a strategic understanding of people development initiatives and practices within an organisation.

## Module Content

Outline Syllabus
Strategic People Management Models – Employer & Employee Benefits Aligning People Management and Organisational Strategies – Options, Advantages & Added Value Embedded People Management Practice – Culture, Brand & Values Systemic Thinking – applying systems thinking to people management and practice. Evaluating and Measuring the Performance of Strategic People Management High Performance Working Practices and related impact Finding the Right Way – People Management Roles, Structures & Functions The Devolution of People Management Practice – Theory and Practice People Management Partnering – A Stakeholder Approach Facilitating People Management – Facilitation, Mentoring & Consulting Practical & Ethical People Management – Data Analysis, Digitalisation & Technology Advancements.

## Module Overview

### Additional Information

This core people management & practice module provides the students with an overview of the strategic purpose and impact of HR in organisations. This content provides a sound foundation for a deeper exploration of HR topics provided in the programme.

### Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Report	Report	100	0	MLO4, MLO1, MLO2, MLO3