

Liverpool John Moores University

Title: Managing and Developing Talent
Status: Definitive
Code: **7005BUSMHR** (123933)
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management
Teaching School/Faculty: Business and Management

Team	Leader
Paul Mcevoy Clarke	Y

Academic Level: FHEQ7 **Credit Value:** 20 **Total Delivered Hours:** 33
Total Learning Hours: 200 **Private Study:** 167

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Online	11
Workshop	22

Grading Basis: 50 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	essay	3000 word essay will embed a critique of resourcing, talent management and retention.	100	

Aims

to critique management strategies, particularly organisational strategy dedicated to attracting, managing and retaining talent. To examine the barriers, challenges and opportunities available to HRM to maximise talent potential in the workforce. an on line component will be provided to deepen subject knowledge around case examples; students will be required to lead as well as contribute to others' questions raised from case examples on the discussion board and in class. Further, to use and critique digital HR systems like Oracle and Nexus in order to appreciate and develop

digital HR knowledge and skills.

Learning Outcomes

After completing the module the student should be able to:

- 1 critique the role, purpose and harnessing of talent in an organisation
- 2 construct talent management strategies that are rigorous and flexible
- 3 implement a range of ways of keeping and deploying talent effectively across an organisation.
- 4 use and develop a critical appreciation of the opportunities afforded by digital HRM systems.

Learning Outcomes of Assessments

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

essay	1	2	3	4
-------	---	---	---	---

Outline Syllabus

talent management strategies, job analysis and job design, recruiting for talent, retaining talent, diversity and inclusion, succession planning, retirement and talent exit, digital HR knowledge, practice and skills.

Learning Activities

lectures; discussion groups; on line discussion; case study work; presentations; digital practice using Oracle and other HR digital systems.

Notes

course explores what is talent, how to attract and keep a talented workforce. Students are exposed to a range of case examples and are expected to bring to the learning environment examples drawn from their own workplaces.