Module Proforma

Approved, 2022.04

Summary Information

Module Code	7005LBSMHR
Formal Module Title	Managing People Recruitment and Developing Talent
Owning School	Business and Management
Career	Postgraduate Taught
Credits	20
Academic level	FHEQ Level 7
Grading Schema	50

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Patricia Jolliffe	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings

Partner Module Team

Contact Name	Applies to all offerings	Offerings

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
SEP-MTP	MTP	September	12 Weeks

Aims and Outcomes

Aims	This module explores both strategic and practice based approaches of people planning and effective management of talent and development. The module investigates the evolving landscape in attracting, recruiting, selecting and onboarding people, ensuring fairness of opportunity and individual and organisational performance. The module explores the influence of digitalisation and technological advancements in managing and developing talent, whilst also exploring strategic approaches to sustaining a pipeline of future talent within an organisation.

Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Critically evaluate strategic approaches to attracting, recruiting, selecting, and onboarding people.
MLO2	Critically analyse the need for succession planning and the various methods of building internal development and progression pipelines.
MLO3	Critique the approaches available to measure performance and stimulate motivation to achieve to enhance individual engagement and business performance.

Module Content

Outline Syllabus
Resourcing & Talent Management StrategiesFuture Proofing – Forward Thinking Resourcing and Talent Strategies and Practices Employer Branding – Establishing Employer of Choice RecognitionJob Analysis, Design and CompetenciesAdvanced Selection MethodsThe Digital Attraction – using technology to attract, select and retainSuccession Planning – How to Grow Individual and Team TalentsReward and Motivation – Attracting and Retaining Talent Performance and Achievement Strategies – Engaging, Punitive and Corrective ApproachesAttendance Measurement & ManagementLegal and Ethical Retirement, Redundancy & Dismissal Practices

Module Overview

Additional Information

Students will explore the strategic approaches to managing and developing talent and investigate how to sustain agile and effective people planning initiatives. Students will critically evaluate succession planning and inclusive approaches to unlock internal talent within a business. Students will develop a critical understanding of employer and employee branding and how to effectively analyse both internal and external labour markets. The module explores the sociodemographic and legislative considerations to effective talent and development management.

Assessments

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