

## Module Information

2022.01, Approved

### Summary Information

Module Code	7006BUSMHR
Formal Module Title	Development and Performance Strategies
Owning School	Business and Management
Career	Postgraduate Taught
Credits	10
Academic level	FHEQ Level 7
Grading Schema	50

### Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

### Learning Methods

Learning Method Type	Hours
Workshop	22

### Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-MTP	MTP	January	12 Weeks

### Aims and Outcomes

Aims	To critique development and performance strategies. To examine the issues and opportunities surrounding these two complementary, yet distinct HR functions.
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**After completing the module the student should be able to:**

### Learning Outcomes

Code	Number	Description
MLO1	1	Design systems and rationale for the creation of a high performance culture influencing individual and organizational performance.
MLO2	2	Critically evaluate tools for managing both under-performance and high performance
MLO3	3	Evaluate the need for strategic integration of Managing Performance with Human Resource Development
MLO4	4	Critically appraise various development strategies in line with strategic aims

## Module Content

Outline Syllabus	Strategic HRD Performance management Psychology of performance and development Measurement and Impact Managing under-performance Reward Integrating learning and performance Individual and organisational learning and development Training, Coaching, Mentoring Links between performance and development
Module Overview	This course explores different strategies relating to both development and performance in a variety of organisational contexts. It aims to:  critique development and performance strategies  examine the issues and opportunities surrounding these two complementary, yet distinct HR functions
Additional Information	Course explores different strategies related to both development and performance, considering a variety of organisational contexts.

## Assessments

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

## Module Contacts

### Module Leader

Contact Name	Applies to all offerings	Offerings
Deborah Callaghan	Yes	N/A

### Partner Module Team

Contact Name	Applies to all offerings	Offerings
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