

Liverpool John Moores University

Title: Development and Performance Strategies
Status: Definitive
Code: **7006BUSMHR** (123932)
Version Start Date: 01-08-2021

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

Team	Leader
Maddy Petzer	Y
Paul Mcevoy Clarke	

Academic Level: FHEQ7 **Credit Value:** 10 **Total Delivered Hours:** 22
Total Learning Hours: 100 **Private Study:** 78

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	22

Grading Basis: 50 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Test	Test	In class test.	100	

Aims

To critique development and performance strategies. To examine the issues and opportunities surrounding these two complementary, yet distinct HR functions.

Learning Outcomes

After completing the module the student should be able to:

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

Learning Outcomes of Assessments

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

In class test	1	2	3	4
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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

Learning Activities

Workshops to encourage small group discussion

Notes

Course explores different strategies related to both development and performance, considering a variety of organisational contexts.