

Liverpool John Moores University

Title: Managing Human Resourcing Strategy
Status: Definitive
Code: **7008LBSMGT** (123617)
Version Start Date: 01-08-2021

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

Team	Leader
Helen Collins	Y

Academic Level: FHEQ7
Credit Value: 10
Total Delivered Hours: 20
Total Learning Hours: 100
Private Study: 80

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	20

Grading Basis: 50 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	inv report	Individual report 3,500 words	100	

Aims

To provide a conceptual framework for effective employee resourcing in an international context and demonstrate the contribution of employee resourcing to effective and ethical business practice.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise recruitment methods with a particular focus on psychological tests and assessment centres.
- 2 Make a business case for competency and diversity based employee resourcing policy and practice.
- 3 Assess the impact of local and global labour markets on resourcing strategy in contemporary organisations.
- 4 Evaluate how the strategic integration of employee resourcing policy and practice with other areas of HRM impacts positively on organisational effectiveness.

Learning Outcomes of Assessments

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

Individual 3,500 words 1 2 3 4

Outline Syllabus

Employee resourcing in a HRM and organisational context.

Human resource planning and job design.

Selection methods and their predictive validity.

Psychological testing and assessment centres.

The business case for competency based and diversity based approaches to resourcing.

Evaluating employee resourcing strategy and practice.

Learning Activities

interactive workshops

group and individual analysis of case study material and critical incidents

Notes

The module provides a conceptual framework for effective employee resourcing. Formative feedback is advanced through workshop participation and the analysis of case studies and scenarios.