

Liverpool John Moores University

Title: HR, Development & Performance in Context
Status: Definitive
Code: **7010BUSMHR** (128478)
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: 22
Total Learning Hours: 200
Private Study: 178

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Online	18
Workshop	4

Grading Basis: 50 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	Case study report	100	

Aims

To critically analyse the major organisational and external contexts and constraints within which organisations operate across a range of business sectors, evaluating the impact on business and HR choices and strategies, with particular focus on performance and development.

Learning Outcomes

After completing the module the student should be able to:

- 1 Analyse and critically appraise the major features of the macro and micro environment within which organisations function.
- 2 Evaluate the impact of market and competitive environments, globalisation and international factors and demographic, social and technological trends on contemporary organisations.
- 3 Evaluate the role of management and different organisational / managerial functions within contemporary organisations
- 4 Analyse the often conflicting interests of stakeholders and challenges of the macro and micro environment as they impact on organisations business and HR choices.
- 5 Design systems and rationale for the creation of a high performance culture influencing individual and organisational performance.
- 6 Critically evaluate tools for managing both under-performance and high performance
- 7 Evaluate the need for strategic integration of Managing Performance with Human Resource Development
- 8 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:

Case Study-based report	1	2	3	4	5	6	7	8
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Outline Syllabus

Macro and Micro environmental contexts of contemporary organisations
The influence of EU and UK regulation, legislation and government policies
The market and competitive environments of contemporary organisations in different sectors
Demographic, social and technological trends impact on contemporary business
Globalisation, international factors, multinational companies and their impact/influence
Organisation cultures and structures
The role of management and managerial functions in contemporary organisations
Performance and Development strategies and functions

Learning Activities

Primarily online delivery, with some elements of face-to-face contact. Students will be required to apply their knowledge within varying organisational contexts and to review and evaluate contemporary literature/research; case studies will be used to assist in this process.

Notes

Analysis of the business context of HR.