

Liverpool John Moores University

Title: LEADING, RESOURCING AND TALENT MANAGEMENT STRATEGY
Status: Definitive
Code: **7048BUSHM** (116354)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Liverpool Business School

Team	Leader
Maureen Royce	Y

Academic Level: FHEQ7 **Credit Value:** 15.00 **Total Delivered Hours:** 32.50
Total Learning Hours: 150 **Private Study:** 117

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	32.500

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Essay style assignment (3,000 words).	100.0	

Aims

To consider the strategic contribution of Resourcing and Talent Management to corporate goals.

Learning Outcomes

After completing the module the student should be able to:

- 1 Analyse and evaluate the major features of national and international employment

- markets from which organisations source staff and ways in which these markets evolve or change (CIPD 1)
- 2 Develop and evaluate Resourcing and Talent Management strategies and play a leading role in diversity management and flexible working initiatives (CIPD 2)
 - 3 Manage the employment cycle: from recruitment, selection and induction activities to retirement, redundancy and dismissal effectively, efficiently, lawfully and professionally (CIPD 3 and 6)
 - 4 Gather, analyse and use employee data to: a) undertake long and short-term talent planning and succession planning to build sustainable organisational performance and b) develop robust staff retention strategies (CIPD 4 and 5)
 - 5 Evaluate the need for strategic integration of Resourcing and Talent Management with other areas of personnel and development and with organisational culture and values

Learning Outcomes of Assessments

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

Essay	1	2	3	4	5
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Outline Syllabus

Introduction and issues in Talent Management

The wider context for Talent Management

Strategies for Talent Management 1 – diversity and flexibility

Strategies for Talent Management 2 – work/home balance and ethics

Employment cycle 1 - Recruitment

Employment cycle 2 – Selection and Induction

Employment cycle 3 – Retirement, redundancy and dismissal

Talent and succession planning

Employee retention

Strategic Integration of Talent Management

Module review – sharing of good practices

Learning Activities

Workshop format, plus guided activities using BlackBoard.

- Case studies that are introduced in class that students discuss 'virtually'
- Directed research in groups to discover relevant topic content from texts, and summarised on discussion boards
- Directed research in groups to discover relevant topic content from academic journal articles, and summarised on discussion boards
- Directed research in groups to discover relevant topic content from practitioner journals, and summarised on discussion boards

References

Course Material	Book
Author	Blass, E
Publishing Year	2009
Title	Talent Management: Cases and Commentary
Subtitle	
Edition	
Publisher	Palgrave Macmillan
ISBN	

Course Material	Book
Author	Parry, E and Urwin, P
Publishing Year	2009
Title	Tapping into Talent: The Age Factor and Generation Issues
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Taylor, S
Publishing Year	2008
Title	People Resourcing
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Tansley, C, Turner, P A, Foster, C, Harris, L M, Stewart, J, Sempik, A and Williams, H
Publishing Year	2007
Title	Talent: Strategy, Management, Measurement
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Sparrow, P R
Publishing Year	2006
Title	International Recruitment, Selection and Assessment
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Pilbeam, S and Corbridge, M
Publishing Year	2006
Title	People Resourcing: Contemporary HRM in Practice
Subtitle	
Edition	
Publisher	Financial Times Prentice Hall
ISBN	

Notes

This module is available as a module within the LJMU Masters in Personnel and Development and as a standalone module for CPD purposes.