

Liverpool John Moores University

Title: GLOBAL STRATEGIC HUMAN RESOURCE DEVELOPMENT
Status: Definitive
Code: **7052BUSHM** (116322)
Version Start Date: 01-08-2011

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

Team	Leader
Aileen Lawless	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 2

Component	Contact Hours
Workshop	32.500

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual case study.	100.0	

Aims

This module explores the challenges faced by organisations operating within an international arena. The module evaluates the potential of Human Resource Development (HRD) and explores the relationship between HRD and the wider strategic management of organisations within a global market place.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically evaluate the relationship between strategic HRD, learning and performance, and the perceived importance of integrating learning with working.
- 2 Identify how a strategic approach to HRD can facilitate in building knowledge productive environments across international boundaries.
- 3 Explore organisational roles, structures and networks that support learning and the management of learning.
- 4 Evaluate processes and resources that facilitate and support learners working in an international economy.
- 5 Assess the contribution of strategic HRD to the achievement of organisational objectives and international competitiveness.

Learning Outcomes of Assessments

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

CW	1	2	3	4	5
----	---	---	---	---	---

Outline Syllabus

Strategic HRD and working in a global economy
The relationship between learning, performance and work
Building knowledge productive environments
Organisational roles, structures and networks that support learning and the management of learning
Processes and resources that facilitate and support learners
The contribution of strategic HRD to international competitive advantage

Learning Activities

Workshops with pre-work by students.

References

Course Material	Book
Author	Gold J. et al
Publishing Year	2010
Title	Human Resource Development: Theory and Practice
Subtitle	
Edition	
Publisher	Basingtonstoke, Palgrave Macmillan
ISBN	

Course Material	Book
Author	Harrison, R
Publishing Year	2009
Title	Learning and Development

Subtitle	
Edition	
Publisher	London, CIPD
ISBN	

Course Material	Book
Author	Dowling, P J and Festing, M
Publishing Year	2008
Title	International Human Resource Management
Subtitle	
Edition	
Publisher	5th edition, Cengage/Thomson learning
ISBN	

Course Material	Book
Author	Rigg, C, Stewart, J and Trehan, K
Publishing Year	2008
Title	Critical Human Resource Development Beyond Orthodoxy
Subtitle	
Edition	
Publisher	London, Routledge
ISBN	

Course Material	Book
Author	Gibb, S
Publishing Year	2007
Title	Human Resource Development: Process, Practices and Perspectives
Subtitle	
Edition	
Publisher	2nd edition, Palgrave MacMillan.
ISBN	

Notes

This module will contain formative and summative assessment. During taught sessions participative learning methods will be used focusing on the application of theory to practice. Students will be provided with the opportunity to discuss their understanding of theory and the utility of complementary and competing theories for themselves and a range of employing organizations. They will have the opportunity during class to discuss their developing understandings and to receive feedback, and further clarification, from the tutor and peers.