

## Liverpool John Moores University

Title: CHANGE MANAGEMENT WITHIN A GLOBAL STRATEGIC HUMAN RESOURCE MANAGEMENT CONTEXT  
Status: Definitive  
Code: **7054BUSHM** (116304)  
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 2

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 strategically explore and gain knowledge about Human Resource Management in an international organisation integrating the concept of Change Management.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Analyse the impact of global labour market changes on organizational HR strategy.

- 2 Critically appraise the integration of HR strategy areas to recognize labour diversity in the workforce.
- 3 Assess alternative, change management responses and approaches to creating a cultural environment appropriate for managing HR strategy in a diverse environment.

### Learning Outcomes of Assessments

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

CW                              1    2    3

### Outline Syllabus

- Application of HR strategic models in a global context*
- International HR – a critique*
- Comparative environmental and stakeholder analysis*
- Labour market context for Global HR Strategy*
- Building diversity into HR strategic models*
- Cultural implications of global HR*
- Change management in developing global HR strategy*
- Impact of Strategic HR on global organizations*

### Learning Activities

Workshops with discussion and research based tasks. Case study and comparative analysis.

### References

<b>Course Material</b>	Book
<b>Author</b>	Leopold, J
<b>Publishing Year</b>	2009
<b>Title</b>	The Strategic Managing of Human Resources
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	London: FT Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Ozbilgin, M
<b>Publishing Year</b>	2008
<b>Title</b>	Global Diversity Management: An Evidence Based Approach
<b>Subtitle</b>	

<b>Edition</b>	
<b>Publisher</b>	London: Palgrave Macmillan
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Lucas, R, Lupton, B and Mathieson, H
<b>Publishing Year</b>	2006
<b>Title</b>	Human Resource Management in an International Context
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	London: CIPD
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Rees, C
<b>Publishing Year</b>	2006
<b>Title</b>	International Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	London: FT Prentice Hall
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Shen, J and Edwards, V
<b>Publishing Year</b>	2006
<b>Title</b>	International Human Resource Management in Chinese Multinationals
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	London: Routledge
<b>ISBN</b>	

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## Notes

Resources to assist pre-reading of subject area.