

Liverpool John Moores University

Title: RESOURCING AND TALENT MANAGEMENT
Status: Definitive
Code: **7056BUSHM** (116265)
Version Start Date: 01-08-2017

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
Peter Cureton	Y

Academic Level: FHEQ7
Credit Value: 15
Total Delivered Hours: 32.5
Total Learning Hours: 150
Private Study: 117.5

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	32.5

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	The 3,000 word assignment will require the application of course content to organisational context.	100	

Aims

To evaluate and critically analyse 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.
- 2 Develop and evaluate Resourcing and Talent Management strategies and play a leading role in diversity management and flexible working initiatives.
- 3 Manage the employment cycle: from recruitment, selection and induction activities to retirement, redundancy and dismissal effectively, efficiently, lawfully and professionally.
- 4 Gather, analyse and use employee data to: a. undertake long and short-term talent planning and succession planning to build sustainable organisational performance, b. develop robust staff retention strategies.
- 5 Evaluate the need for strategic integration of Resourcing and Talent Management with other areas of Human Resource Management and with organisational culture and values.

Learning Outcomes of Assessments

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

CW	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, diversity and flexibility, and work/home balance and ethics

The employment cycle – Recruitment, Selection and Induction and Retirement, redundancy and dismissal

Talent and succession planning

Employee retention

Strategic Integration of Talent Management

Learning Activities

Lecture / Workshop format. Students will be required to apply their knowledge within varying organizational contexts, and to review and evaluate contemporary literature/research. Case studies will be used to assist in this process and students will discuss approaches used in known organizations. Blackboard discussion groups and on line provision of session materials.

Notes

This module is available as a module within the LJMU Masters in Human Resource Management and as a stand alone module for CPD purposes.