

Liverpool John Moores University

Title: LEADERSHIP, MANAGEMENT AND DEVELOPMENT STRATEGY
Status: Definitive
Code: **7063BUSHM** (116638)
Version Start Date: 01-08-2018

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

| Team | Leader |
|-------------------|--------|
| Patricia Harrison | Y |

Academic Level: FHEQ7
Credit Value: 15
Total Delivered Hours: 34.5
Total Learning Hours: 150
Private Study: 115.5

Delivery Options

Course typically offered: Runs Twice - S1 & S2

| Component | Contact Hours |
|-----------|---------------|
| Workshop | 32.5 |

Grading Basis: 40 %

Assessment Details

| Category | Short Description | Description | Weighting (%) | Exam Duration |
|----------|-------------------|--------------------------|---------------|---------------|
| Exam | AS1 | Closed book examination. | 100 | 2 |

Aims

To enable students to critically evaluate HRM's role within organisations and its contribution to corporate strategy. To analyse perspectives on the motivation, commitment and engagement of employees and on Leadership within organisations.

Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate the complexity of roles, relationships, and forms of delivery of HR s in contemporary organisations.
- 2 Evaluate perspectives and concepts such as motivation, commitment, engagement, change management and leadership and their application in contemporary organisations.
- 3 Critically analyse the ethical responsibilities and dilemmas in the development of HR strategies, taking account of the differing stakeholder agendas.
- 4 Synthesise and evaluate the contribution made by HR to meeting business objectives in contemporary organisations.
- 5 Critically analyse ways in which the range of HR strategies can be integrated and linked to organisational culture and objectives.

Learning Outcomes of Assessments

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

| | | | | | |
|------|---|---|---|---|---|
| EXAM | 1 | 2 | 3 | 4 | 5 |
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Outline Syllabus

Perspectives on motivation, commitment and engagement in contemporary organisations.

Perspectives on leadership in contemporary organisations

The role of HR in contemporary organisations.

Corporate strategy, HRM strategy and strategic HR interventions.

Strategies for the development and delivery of HR

Line manager/specialist contribution to HRM strategy.

Ethics and professionalism in the delivery of HR

HR and the management of change

Evaluating the impact of HRM strategy.

Learning Activities

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 standalone module for CPD purposes.