

## Liverpool John Moores University

Title: MANAGING HUMAN RESOURCING STRATEGY  
Status: Definitive  
Code: **7100BUSHM** (118661)  
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:** 36.00  
**Total Learning Hours:** 150  
**Private Study:** 114

### Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	36.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual written coursework in the region of 5000 words.	100.0	

### Aims

*To provide a conceptual framework for effective employee resourcing in an international context and demonstrate the contribution of employee resourcing to effective and ethical business practice.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise recruitment and selection methods with a particular focus on

- psychological tests and assessment centres.
- 2 Make a business case for competency and diversity based employee resourcing policy and practice.
  - 3 Assess the impact of local and global labour markets on resourcing strategy in contemporary organisations.
  - 4 Evaluate how the strategic integration of employee resourcing policy and practice with other areas of HRM impacts positively on organisational effectiveness.

## Learning Outcomes of Assessments

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

report                      1    2    3    4

## Outline Syllabus

*Employee resourcing in a HRM and organisational context*  
*Human resource planning and job design*  
*Selection methods and their predictive validity*  
*Psychological testing and assessment centres*  
*The business case for competency based and diversity based approaches to resourcing*  
*Evaluating employee resourcing strategy and practice*

## Learning Activities

Lecture and interactive participation  
 Discussion of current management theories and issues  
 Case studies  
 Reflection on learning experiences

## References

<b>Course Material</b>	Book
<b>Author</b>	Ozbilgin, M F and Trath, A
<b>Publishing Year</b>	2008
<b>Title</b>	Global Diversity Management: an evidence-based approach
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Palgrave, Macmilliam
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Price, A
<b>Publishing Year</b>	2007

<b>Title</b>	Human Resource Management in a Business Context
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	3rd edition, Thompson
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Schuler, R S, Briscoe, D S and Claus, L
<b>Publishing Year</b>	2008
<b>Title</b>	International Human Resource Management: policy and practice for multinational enterprises
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	3rd edition, Routledge
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Torrington, D, Hall, L and Taylor, S
<b>Publishing Year</b>	2007
<b>Title</b>	Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	7th edition, Financial Times Prentice Hall
<b>ISBN</b>	

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## Notes

The module provides a conceptual framework for effective employee resourcing. Formative feedback is advanced through workshop participation and the analysis of case studies and scenarios.