

Managing Human Resourcing Strategy

Module Information

2022.01, Approved

Summary Information

Module Code	7230ECBM
Formal Module Title	Managing Human Resourcing Strategy
Owning School	Business and Management
Career	Postgraduate Taught
Credits	20
Academic level	FHEQ Level 7
Grading Schema	50

Teaching Responsibility

LJMU Schools involved in Delivery
LJMU Partner Taught

Partner Teaching Institution

Institution Name
European College of Business Management

Learning Methods

Learning Method Type	Hours
Workshop	36

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-PAR	PAR	January	12 Weeks
SEP-PAR	PAR	September	12 Weeks

Aims and Outcomes

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.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Critically appraise recruitment and selection methods with a particular focus on psychological tests and assessment centres.
MLO2	2	Make a business case for competency and diversity based employee resourcing policy and practice.
MLO3	3	Assess the impact of local and global labour markets on resourcing strategy in contemporary organisations.
MLO4	4	Critically evaluate how the strategic integration of employee resourcing policy and practice with other areas of HRM impacts positively on organisational effectiveness.

Module Content

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.
Module Overview	
Additional Information	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. The module will require completion of directed tasks prior to taught sessions and will be delivered over two weekends. A coursework briefing will be included at the end of each tutor input session.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Essay	1,500 word individual essay	30	0	MLO1, MLO2, MLO3, MLO4
Report	2,500 word individual rpt	70	0	MLO1, MLO2, MLO3, MLO4

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
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Partner Module Team

Contact Name	Applies to all offerings	Offerings
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