

Liverpool John Moores University

Title: HUMAN RESOURCE MANAGEMENT
Status: Definitive
Code: **7500HR** (103627)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Dublin Business School

| Team | Leader |
|----------------|--------|
| Graham Padgett | Y |

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 38.00
Total Learning Hours: 150
Private Study: 112

Delivery Options

Course typically offered: Runs Twice - S1 & S2

| Component | Contact Hours |
|-----------|---------------|
| Lecture | 24.000 |
| Tutorial | 12.000 |

Grading Basis: 40 %

Assessment Details

| Category | Short Description | Description | Weighting (%) | Exam Duration |
|----------|-------------------|-----------------------|---------------|---------------|
| Essay | AS1 | Individual Assignment | 50.0 | |
| Exam | AS2 | Group Presentation | 50.0 | 2.00 |

Aims

To develop a critical awareness of the contribution effective Human Resource Management will make toward the creation of a viable competitive business.
To explore the strategic aspects of Human Resource Management.
To critically evaluate and apply a variety of human resource models and concepts to a wide variety of competitive organizational contexts.
To recognize and evaluate the key organizational behavioural variables influencing behaviour in the organization and the management challenges arising.
To critically discuss the opportunities and challenges by the forces of globalisation

for human resource management.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically evaluate the contribution of effective Human Resource Management practices in meeting the challenges of the modern competitive organization and their role in creating new sources of advantage.
- 2 Analyse and evaluate the strategic aspects of Human Resource Management issues and concepts.
- 3 Critically evaluate the constraints of human behavioural characteristics on Human Resource outcomes.
- 4 Critically assess the contributions of the key Human Resource Management practices towards overall Human Resource outcomes.
- 5 Critically evaluate and appraise international dimensions to human resource management issues.

Learning Outcomes of Assessments

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

| | | | | | |
|-------|---|---|---|---|---|
| ESSAY | 1 | 2 | 3 | 4 | 5 |
| EXAM | 1 | 2 | 3 | 4 | 5 |

Outline Syllabus

Introduction to Human Resource Management (Origin of HR ideas, Human Capital, HR Models, HR Styles).

Strategic Human Resource Management (Resource- Based View, SHRM Models).

Organisational Behavioural Characteristics (Motivation, Leadership, Personality, Attitudes and Change).

Resourcing (Human Resource Planning, Selection practices).

Learning and Development (Learning Theory, assessing and developing competence).

Rewarding (Reward Systems and HR outcomes).

Employment Relations (Conflict and conflict resolution).

Managing Performance (ideas and limitations, practices).

Global Influences (International Human Resource Management).

Corporate Social Responsibility and Ethics in Management.

Managing Change and Organisational Development.

Managing the HR Function.

Course Retrospection and group presentations.

Learning Activities

Lectures and tutorials.

References

| | |
|------------------------|----------------------------|
| Course Material | Book |
| Author | Beardwell, I and Holden, L |
| Publishing Year | 2007 |
| Title | Human resource management |
| Subtitle | a contemporary perspective |
| Edition | 5th edition |
| Publisher | London: Pitman Publishing |
| ISBN | |

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|------------------------|--|
| Course Material | Book |
| Author | Buchanan, D A and Huczynski, A A |
| Publishing Year | 1997 |
| Title | Organisational behaviour |
| Subtitle | an introductory text - integrated readings |
| Edition | |
| Publisher | Harlow: Prentice Hall |
| ISBN | |

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|------------------------|----------------------------------|
| Course Material | Book |
| Author | Huczynski, A A and Buchanan, D A |
| Publishing Year | 2007 |
| Title | Organisational behaviour |
| Subtitle | an introductory text |
| Edition | 6th edition |
| Publisher | Harlow: Prentice Hall |
| ISBN | |

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|------------------------|---|
| Course Material | Book |
| Author | Mullins, L J |
| Publishing Year | 1999 |
| Title | Management and organisational behaviour |
| Subtitle | an introductory text |
| Edition | 5th edition |
| Publisher | London: Pitman Publishing |
| ISBN | |

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|------------------------|-----------------------------------|
| Course Material | Book |
| Author | Harvard Business review (Journal) |
| Publishing Year | 0 |
| Title | |
| Subtitle | |
| Edition | |

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| Publisher | |
| ISBN | |

Notes

ESSAY AND EXAM