

Liverpool John Moores University

Title: MANAGING THE HUMAN RESOURCE
Status: Definitive
Code: **7500KFBPD** (116318)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Kaplan Financial Birmingham

Team	Leader
Alastair Balchin	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 1

Component	Contact Hours
Lecture	12.000
Seminar	12.000
Tutorial	12.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Case study analysis of HR problems in the workplace.	100.0	

Aims

To develop a critical awareness of the contribution the human resource can make to workplace effectiveness.

To develop the ability to apply theoretical human resource models and concepts to a wide variety of work situations.

To stimulate thought on how virtual organizations can impact on the effectiveness of people.

To facilitate the application of theoretical models to the work-place.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise the contribution people can make to an organisation.
- 2 Critically appraise how factors concerning the management of the human resource vary within an organisation and across situations.
- 3 Apply rational and reasoned thinking to solve a human resource problem.
- 4 Write a critical piece of work, communicating his or her thoughts clearly.

Learning Outcomes of Assessments

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

Essay	1	2	3	4
-------	---	---	---	---

Outline Syllabus

Strategic contribution of people;
Nature of organizational behaviour;
Process of perception and attitudes;
Nature of interpersonal relationships and communication;
Nature of motivation and satisfaction;
Nature of groups and teams;
Effective selection of people;
Learning and the development of people; The psychological contract;
Performance and reward;
Psychology of trust;
Ethics and culture;
Leadership and Management;
Nature of conflict.

Learning Activities

Combination of workshops, mini lectures and seminars.

References

Course Material	Book
Author	Arnold, J
Publishing Year	2004
Title	Work Psychology: Understanding Human Behaviour in the Workplace
Subtitle	

Edition	
Publisher	4th edition, Harlow, Pearson Education Limited. 0273655442
ISBN	

Course Material	Book
Author	Beardwell, I and Holden, K
Publishing Year	2003
Title	Human Resource Management
Subtitle	
Edition	
Publisher	4th edition, London, Financial Times Pitman Publishing 0273679112
ISBN	

Course Material	Book
Author	Huczynski, A A and Buchanan, D A
Publishing Year	2004
Title	Organisational Behaviour: An Introductory Text
Subtitle	
Edition	
Publisher	5th edition, London, Prentice Hall 0273682229
ISBN	

Course Material	Book
Author	Mullins, L J
Publishing Year	2004
Title	Management and Organizational Behaviour
Subtitle	
Edition	
Publisher	6th edition, London, Financial Times Pitman Publishing. 0273688766
ISBN	

Course Material	Book
Author	Rollinson, D
Publishing Year	2002
Title	Organizational Behaviour and Analysis
Subtitle	
Edition	
Publisher	2nd edition, London Financial Times Prentice Hall 0273651331
ISBN	

Notes

The module, which draws on a broad base of human resource theory and practice, will provide students with a conceptual framework for understanding the importance of the human resource. The module will also contribute towards the student's understanding of the relationship between people and other management activities. Finally, the module will demonstrate the critical importance of people in a work environment where change is being undertaken.

The module is concerned with the theory, concepts and knowledge associated with managing the human resource. Therefore it is appropriate that the summative assignment involves the application of theoretical concepts to people problems in organizations. An appropriate medium for full-time students to achieve the learning outcomes is via case study analysis. Thus, the summative assessment (100%) will comprise an individual piece of coursework that critically analyses human resource issues in a case study. The formative work will comprise an individual written piece of work that critically appraises a people issue. Written feedback from the formative coursework will provide developmental outcomes that will allow students to improve their summative coursework. Within class, formative development will be progressed through the application of conceptual thought to case study solutions, with feedback being provided by both co-learners and tutors.