

Liverpool John Moores University

Title: PEOPLE MANAGEMENT
Status: Definitive
Code: **7500PD** (103674)
Version Start Date: 01-08-2011

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

Team	Leader
Colin Gill	Y

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 39.00
Total Learning Hours: 150
Private Study: 111

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	26.000
Workshop	13.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual written assignment	100.0	

Aims

- To provide a conceptual framework for managing people in contemporary organisations
- To develop effective people management and leadership practice that enhances employee performance and commitment

Learning Outcomes

After completing the module the student should be able to:

- 1 Demonstrate critical awareness and understanding of the nature of people in the business context- individual differences, group dynamics, leadership style, person perception- that underpin the effective utilisation of the human resource
- 2 Critically assess the application of concepts and techniques in recruitment, training and appraisal in terms of their contribution to employee performance and commitment
- 3 Recognise and respond effectively to contemporary issues in people management including communication, motivation, leadership and managing change
- 4 Analyse learning processes in a systematic way to facilitate continuous professional development

Learning Outcomes of Assessments

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

Essay	1	2	3	4
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Outline Syllabus

- *Learning and communication in organisations*
- *Individual differences: attitudes, personality, and person perception*
- *Leadership and motivation*
- *The changing context of employment*
- *Obtaining and retaining staff*
- *Managing change*

Learning Activities

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

References

Course Material	Book
Author	Armstrong, M.
Publishing Year	2003
Title	A Handbook of HRM Practice
Subtitle	
Edition	9th
Publisher	Kogan Page
ISBN	

Course Material	Book
Author	Weightman, J.
Publishing Year	1999
Title	Managing People
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Arnold, J., Cooper, C. L. and Robertson, I. T.
Publishing Year	1998
Title	Work Psychology
Subtitle	
Edition	3rd
Publisher	Financial Times Prentice Hall
ISBN	

Course Material	Book
Author	Mullins, J.
Publishing Year	2007
Title	Management and Organisational Behaviour
Subtitle	
Edition	8th Edition
Publisher	Pearson
ISBN	

Course Material	Book
Author	Tiernan, S., Morley, M. J., Foley, E.
Publishing Year	2006
Title	Modern Management
Subtitle	
Edition	3rd Edition
Publisher	Gill & Macmillan, Dublin
ISBN	

Notes

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