

Liverpool John Moores University

Title: Human Capital Management and Development
Status: Definitive
Code: **7501BUSHM** (118796)
Version Start Date: 01-08-2011

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

Team	Leader
Alistair Beere	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: Semester 2

Component	Contact Hours
Lecture	24.000
Tutorial	12.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	Essay	Group essay	50.0	
Exam	Exam	Pre-seen case study examination	50.0	3.00

Aims

- 1. To provide a framework from which students can critically analyse the issues involved in development of individuals within organisations*
- 2. To contextualise the role of human capital management and development in achieving organisational strategic objectives*
- 3. To provide a system of analysis that can be used by business people in their*

future careers

Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate the salient and evolutionary issues in human resource development
- 2 Critique several leadership styles and evaluate their impact on performance
- 3 Analyse the issues involved in maximising individual, team and organisational performance
- 4 Exercise appropriate judgement as to how HRD contributes to organisational strategy
- 5 Critically demonstrate how motivation, reward and talent management impact on performance
- 6 Analyse the changing economic, it's future developments and its impact on HRD

Learning Outcomes of Assessments

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

Group essay	1	2	3	4		
Examination	1	2	3	4	5	6

Outline Syllabus

1. Introduction to the Human Capital Management and Development

- *Definition of Terms*
- *The history and context of HCM & D in organisations*
- *Implication for Organisations*

2. Approaches to HRD

- *Recruitment and Selection*
- *Learning, Development and Training*
- *Assessing training requirements*
- *Creative approaches to Organisational and Individual learning*
- *Evaluating Training Intervention*

3. Learning

- *Managing learning*
- *The science of learning*
- *The Learning cycle*
- *Learning styles*
- *Implications for training and development*
- *Lifelong learning*
- *Continuing Professional Development*

4. E-learning and Blended learning

- *The role of e-learning*
- *The role of blended learning*
- *History of e-learning*
- *Processes*
- *Knowledge management*

5. Leadership and Management Development

- *Leadership and management*
- *Theoretical frameworks*
- *History of leadership*
- *Leadership styles*
- *Leadership development*

6. The Learning Organisation

- *Can knowledge be managed*
- *The nature and processes of knowledge*
- *Knowledge management and technology*

7. Motivation and Performance

- *Theories of motivation – beyond Herzberg and Maslow*
- *The psychological contract*
- *Impact of motivation on performance*

8. Performance Management and Appraisal

- *Measuring performance*
- *Performance appraisal*
- *The Performance Management cycle*
- *The Appraisal interview*

9. Coaching, Careers and Talent Management

- *Manager as coach*
- *The importance of coaching*
- *Career management*
- *Mentoring*
- *Talent management*

10. The future of HRD

- *Future trends*

Learning Activities

Classes will take place in traditional lecture format with built-in group and pair-work to aid discussion and debate.

References

Course Material	Book
Author	Jennifer joy-Matthews, David Megginson, Mark Surtees
Publishing Year	2004
Title	Human Resource Development
Subtitle	
Edition	3
Publisher	Kogan Page
ISBN	

Course Material	Book
Author	Gary Dessler
Publishing Year	2011
Title	Human Resource Management 12th Edition
Subtitle	
Edition	12
Publisher	Pearson
ISBN	

Course Material	Book
Author	Collings and Wood (Eds)
Publishing Year	2009
Title	Human Resource Management A Critical Approach
Subtitle	
Edition	1
Publisher	Routledge
ISBN	

Course Material	Book
Author	Leopold & Harris
Publishing Year	2011
Title	The Strategic Management of Human Resources
Subtitle	
Edition	2
Publisher	Prentice Hall
ISBN	

Course Material	Book
Author	Torrington, Hall, Taylor & Atkinson
Publishing Year	2011
Title	Human Resource Management
Subtitle	
Edition	8
Publisher	Prentice Hall

ISBN	
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Course Material	Book
Author	Gary Yukl
Publishing Year	2010
Title	Leadership in Organisations
Subtitle	
Edition	7
Publisher	Pearson
ISBN	

Notes

Providing the context for study of critical appraisal of human capital management and development, this interpretative module explores key concepts in human capital management and staff, management, leadership and organisation development.