

Liverpool John Moores University

Title: MANAGING THE HUMAN RESOURCE
Status: Definitive
Code: 7501HR (103631)
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: 36.00
Total Learning Hours: 150
Private Study: 114

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	36.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual presentation that takes as its theme an international aspect of managing the human resource.	60.0	
Essay	AS2	Individual compilation of a management report following case study analysis.	40.0	

Aims

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

To develop the ability to apply theoretical HR models and concepts to a wide variety of work situations, both in UK and overseas.

To stimulate thought on how technology and the concept of "virtual organisations

*and practices" can impact on the effective management of people
To develop the skills required to effectively convey knowledge, using both written
and verbal communications*

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 differs between nations.
- 3 Deliver a competent presentation
- 4 Produce a detailed management report

Learning Outcomes of Assessments

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

Essay	2	3
Essay	1	4

Outline Syllabus

Strategic Contribution of People; Nature of Organisational Behaviour; Nature of Interpersonal Relationships and Communication; Nature of Motivation and Satisfaction; Processes of Perception and Attitudes; Nature of Personality and Stress; 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 for Change; Nature of Conflict.

Learning Activities

Combination of lectures, seminars and workshops.

References

Course Material	Book
Author	Beardwell, I & Holden K
Publishing Year	2000
Title	Human Resource Management
Subtitle	
Edition	3rd Ed.
Publisher	London, Financial Times Pitman Publishing
ISBN	

Course Material	Book
Author	Eysenck, M
Publishing Year	1998
Title	Psychology: an integrated approach,
Subtitle	
Edition	
Publisher	Harlow, Addison Wesley, Longman
ISBN	

Course Material	Book
Author	Hall, C, Hall, E & Starley, K
Publishing Year	1994
Title	Effective Working Relations
Subtitle	
Edition	
Publisher	London, Routledge
ISBN	

Course Material	Book
Author	Hargie, O, Saunders, C, & Dickson, D
Publishing Year	1994
Title	Social Skills in Interpersonal Communication
Subtitle	
Edition	
Publisher	London, Routledge
ISBN	

Course Material	Book
Author	Hinton, PR
Publishing Year	1993
Title	The Psychology of Interpersonal Perception
Subtitle	
Edition	
Publisher	London, Routledge
ISBN	

Course Material	Book
Author	Huczynski, A A & Buchanan, DA
Publishing Year	2000
Title	Organisational Behaviour: an introductory text
Subtitle	
Edition	4th Ed
Publisher	London, Prentice Hall
ISBN	

Course Material	Book
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Author	Kolb, DA, Rubin, IM & Osland, JS
Publishing Year	1991
Title	Organisational Behaviour: an experiential approach
Subtitle	
Edition	
Publisher	New York, Prentice Hall
ISBN	

Course Material	Book
Author	Mullins, L J
Publishing Year	1999
Title	Management & Organisational Behaviour
Subtitle	
Edition	5th Ed
Publisher	London, Financial Times Pitman Publishing
ISBN	

Course Material	Book
Author	Rollinson, D, Broadfield A, & Edwards, DJ
Publishing Year	1998
Title	Organisational Behaviour and Analysis
Subtitle	
Edition	
Publisher	Harlow, Addison-Wesley
ISBN	

Course Material	Book
Author	Rosenfield, RH & Wilson, DC
Publishing Year	1999
Title	Managing Organisations
Subtitle	
Edition	2nd Ed
Publisher	London, McGraw-Hill Publishing Company.
ISBN	

Course Material	Book
Author	Steers, R. M, Porter, LW & Bigley, G
Publishing Year	1996
Title	Motivation and Leadership at Work
Subtitle	
Edition	6th Ed
Publisher	New York, McGraw Hill
ISBN	

Notes

The module, which draws on a broad base of human resource practices from across national boundaries, will provide students with a conceptual framework for understanding the importance of the human resource. The module will also contribute to the student's understanding of the relationship between the human resource and other management activities. Finally, the module will demonstrate the critical importance of people in a work environment where technology is increasingly being developed.