

## Liverpool John Moores University

Title: MANAGING RESOURCING STRATEGY  
Status: Definitive  
Code: **7501KFBPD** (107576)  
Version Start Date: 01-08-2011

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

Team	Leader
Maureen Royce	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 1

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 effective employee resourcing in an international context*

*To demonstrate the contribution of employee resourcing within human resource management, and to effective and ethical business practice*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise recruitment and selection methods with a particular focus on psychological tests and assessment centres
- 2 Make a business case for competency and diversity based employee resourcing policy and practice
- 3 Assess the impact of local and global labour markets on resourcing strategy in contemporary organisations
- 4 Demonstrate how the strategic integration of employee resourcing policy and practice with other areas of HRM impacts positively on organisational effectiveness

## Learning Outcomes of Assessments

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

Essay                                    1     2     3     4

## Outline Syllabus

*Employee resourcing in a HRM and organisational context*

*Human resource planning and job design*

*Selection methods and their predictive validity*

*Psychological testing and assessments centres*

*The business case for competency based and diversity based approaches to resourcing*

*Evaluating employee resourcing strategy and practice*

## Learning Activities

Lecture and interactive participation

Discussion of current management theories and issues

Case studies

Reflection on learning experiences

## References

<b>Course Material</b>	Book
<b>Author</b>	Price, A.
<b>Publishing Year</b>	2004
<b>Title</b>	Human Resource Management in a Business Context
<b>Subtitle</b>	
<b>Edition</b>	2nd
<b>Publisher</b>	Thompson
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Torrington, D., Hall, L. and Taylor, S.

<b>Publishing Year</b>	2002
<b>Title</b>	Human Resource Management
<b>Subtitle</b>	
<b>Edition</b>	6th
<b>Publisher</b>	Financial Times Prentice Hall
<b>ISBN</b>	

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### **Notes**

A conceptual framework for effective employee resourcing