

## Liverpool John Moores University

Title: MANAGING THE HUMAN RESOURCE  
Status: Definitive  
Code: **7501KFMPD** (116287)  
Version Start Date: 01-08-2011

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

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.*



<b>Edition</b>	
<b>Publisher</b>	6th edition, London, Financial Times Pitman Publishing. 0273688766
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Arnold, J
<b>Publishing Year</b>	2004
<b>Title</b>	Work Psychology: Understanding Human Behaviour in the Workplace
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	4th edition, Harlow, Pearson Education Limited. 0273655442
<b>ISBN</b>	

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

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

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

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## 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.