

Liverpool John Moores University

Title: HRM IN A CHANGING WORLD
Status: Definitive
Code: **7502PD** (103675)
Version Start Date: 01-08-2011

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

Team	Leader
Charlotte Tommins	Y

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 32.00
Total Learning Hours: 150
Private Study: 118

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	20.000
Tutorial	10.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	AS1	Final Examination	100.0	2.00

Aims

To provide students with appropriate exposure to a range of significant environmental issues facing the HR professional in the contemporary organization. To enable students to critically appraise organizational context and the impact of the external environment on organizational strategies including HR strategies.

Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate different approaches by which analysis of the external environment can be undertaken and their relationship to the determination of organisational strategies.
- 2 Analyse key national and international factors and their impacts on a range of HR policy and practice choices including political, legal, economic social and technology factors.
- 3 Critically appraise the concept of ethics and social responsibility.
- 4 Evaluate the often conflicting interests of organizational stakeholders and their impact on organization strategies including HR strategies.

Learning Outcomes of Assessments

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

EXAM	1	2	3	4
------	---	---	---	---

Outline Syllabus

The Concept of the external environment and the strategy and HRM strategy processes

The political, economic, social and technological context to the HRM phenomenon

Labour market economics

Technology, tasks, job design

Demographics and the HRM professional

The social and moral contexts of HR practices

Attitudes to work and careers

The global context of HR practice (cultural difference & diversity)

The legal and political contexts of work

Learning Activities

Lectures, workshops, seminars, case studies.

References

Course Material	Book
Author	Johnson, G, Scholes, K and Whittington, R
Publishing Year	2008
Title	Exploring Corporate Strategy
Subtitle	
Edition	
Publisher	(8th edition) FT Prentice Hall
ISBN	

Course Material	Book
Author	Redman, T and Wilkinson, A

Publishing Year	2009
Title	Contemporary Human Resource Management
Subtitle	
Edition	
Publisher	(3rd edition) Financial Times Prentice Hall
ISBN	

Course Material	Book
Author	Worthington, I and Britton, C
Publishing Year	2006
Title	The Business Environment
Subtitle	
Edition	
Publisher	(5th edition) Financial Times Prentice Hall
ISBN	

Notes

Lectures, workshops, seminars, case studies.