

Module Information

2022.01, Approved

Summary Information

Module Code	7502UNIHR
Formal Module Title	HR, Development and Performance in Context
Owning School	Business and Management
Career	Postgraduate Taught
Credits	20
Academic level	FHEQ Level 7
Grading Schema	50

Teaching Responsibility

LJMU Schools involved in Delivery
LJMU Partner Taught

Partner Teaching Institution

Institution Name
Unicaf

Learning Methods

Learning Method Type	Hours
Online	33

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-MTP	MTP	January	28 Weeks

Aims and Outcomes

Aims	To critically analyse the major organisational and external contexts and constraints within which organisations operate across a range of business sectors, evaluating the impact on business and HR choices and strategies, with particular focus on performance and development.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Analyse and critically appraise the major features of the macro and micro environment within which organisations function.
MLO2	2	Evaluate the impact of market and competitive environments, globalisation and international factors and demographic, social and technological trends on contemporary organisations.
MLO3	3	Evaluate the role of management and different organisational / managerial functions within contemporary organisations
MLO4	4	Analyse the often conflicting interests of stakeholders and challenges of the macro and micro environment as they impact on organisations business and HR choices.
MLO5	5	Design systems and rationale for the creation of a high performance culture influencing individual and organisational performance.
MLO6	6	Critically evaluate tools for managing both under-performance and high performance
MLO7	7	Evaluate the need for strategic integration of Managing Performance with Human Resource Development
MLO8	8	Critically appraise various development strategies in line with strategic aims

Module Content

Outline Syllabus	Macro and Micro environmental contexts of contemporary organisations The influence of EU and UK regulation, legislation and government policies The market and competitive environments of contemporary organisations in different sectors Demographic, social and technological trends impact on contemporary business Globalisation, international factors, multinational companies and their impact/influence Organisation cultures and structures The role of management and managerial functions in contemporary organisations Performance and Development strategies and functions
Module Overview	
Additional Information	Analysis of the business context of HR.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	Case Study-based report	100	0	MLO1, MLO2, MLO3, MLO4, MLO5, MLO6, MLO7, MLO8

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Deborah Callaghan	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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