

Liverpool John Moores University

Title: MANAGING HUMAN RESOURCING STRATEGY
Status: Definitive
Code: **7504EBMMI** (103724)
Version Start Date: 01-08-2018
Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
Maureen Royce	Y

Academic Level: FHEQ7 **Credit Value:** 15 **Total Delivered Hours:** 36
Total Learning Hours: 150 **Private Study:** 114

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	16
Workshop	20

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual written coursework in the region of 5000 words.	100	

Aims

To provide a conceptual framework for effective employee resourcing in an international context and demonstrate the contribution of employee resourcing 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 Evaluate 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:

Report	1	2	3	4
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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 assessment 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

Notes

The module provides a conceptual framework for effective employee resourcing. Formative feedback is advanced through workshop participation and the analysis of case studies and scenarios.