Liverpool John Moores University

Title:	MANAGING RESOURCING STRATEGY
Status:	Definitive
Code:	7504FTKPD (106511)
Version Start Date:	01-08-2011
Owning School/Faculty:	Liverpool Business School
Teaching School/Faculty:	Kaplan Financial London

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: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	26.000
Workshop	13.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	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 Demonstate the how the strategic integration of employee resourcing policy and practice with other areas of HRM impacts postively on organisational effectiveness

Learning Outcomes of Assessments

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

Report 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 assessment centres The business case for competency based and diversity based approaches to resourcing Evaluating employee resourcing stategy and practice

Learning Activities

Lecture and interactive participation Discussion of current management theories and issues Case studies Reflection on learning experiences

References

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

Course Material	Book
Author	Torrington. D., Hall, L. and Taylor, S.

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

Notes

A conceptual framework for effective employee resourcing