

Liverpool John Moores University

Title: MANAGING RESOURCING STRATEGY
Status: Definitive
Code: **7504PD** (103677)
Version Start Date: 01-08-2011

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

Team	Leader
Maureen Royce	Y

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 41.00
Total Learning Hours: 150
Private Study: 109

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
Essay	AS1	Report (1,500 words)	50.0	
Exam	AS2	Final Examination	50.0	2.00

Aims

- To provide a conceptual framework for effective employee resourcing in an international context
- To provide the knowledge and skills required to develop employee resourcing strategy, policy and practice
- To integrate employee resourcing strategy with other HR strategies and organisational goals
- To demonstrate the contribution of employee resourcing within a HRM environment

- To demonstrate the contribution of employee resourcing to ethical business practice

Learning Outcomes

After completing the module the student should be able to:

- 1 Provide a conceptual framework for effective employee resourcing in an international context
- 2 Provide the knowledge and skills required to develop employee resourcing strategy, policy and practice
- 3 Integrate employee resourcing strategy with other HR strategies and organisational goals
- 4 Demonstrate the contribution of employee resourcing within a HRM environment
- 5 Demonstrate the contribution of employee resourcing to ethical business practice

Learning Outcomes of Assessments

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

Essay	1	2	3	4	5
EXAM	1	2	3	4	5

Outline Syllabus

Employee resourcing in a HRM and organisational context
Human resource planning and job design
Selection methods and their predictive validity
Probation and induction
Psychological testing and assessment centres
Business case for competency based resourcing
Business case for diversity based approaches to resourcing
Evaluating employee resourcing strategy and practice

Learning Activities

Lectures and workshops.

References

Course Material	Book
Author	Price, A.
Publishing Year	2007
Title	Human Resiouce Management in a Business Context
Subtitle	

Edition	3rd edition
Publisher	Thompson
ISBN	

Course Material	Book
Author	Torrington. D., Hall, L. and Taylor, S.
Publishing Year	2005
Title	Human Resource Management
Subtitle	
Edition	7th edition
Publisher	Financial Times Prentice Hall
ISBN	

Course Material	Book
Author	Armstrong, M
Publishing Year	2008
Title	Strategic human resource management: A guide to action
Subtitle	
Edition	
Publisher	3rd edition, London: Kogan Page
ISBN	

Course Material	Book
Author	Armstrong, M
Publishing Year	2008
Title	A handbook of human resource management
Subtitle	
Edition	
Publisher	10th edition, London: Kogan Page
ISBN	

Course Material	Book
Author	Beardwell, I and Holden, L
Publishing Year	2001
Title	Human resource management: A contemporary approach
Subtitle	
Edition	
Publisher	4th edition, London: Prentice Hall
ISBN	

Notes

Lectures and workshops.