

Liverpool John Moores University

Title: MANAGING HUMAN RESOURCING STRATEGY
Status: Definitive
Code: **7505KFBMI** (116528)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Kaplan Financial Birmingham

Team	Leader
Maureen Royce	Y

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 36.00
Total Learning Hours: 150
Private Study: 114

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	16.000
Workshop	20.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual written coursework in the region of 5000 words.	100.0	

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

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

References

Course Material	Book
Author	Ozbilgin, M F and Trath, A
Publishing Year	2008
Title	Global Diversity Management: an evidence-based approach
Subtitle	
Edition	
Publisher	Palgrave, Macmilliam
ISBN	

Course Material	Book
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Author	Schuler, R S, Briscoe, D S and Claus, L
Publishing Year	2008
Title	International Human Resource Management: policy and practice for multinational enterprises
Subtitle	
Edition	
Publisher	3rd edition, Routledge
ISBN	

Course Material	Book
Author	Price, A
Publishing Year	2007
Title	Human Resource Management in a Business Context
Subtitle	
Edition	
Publisher	3rd edition, Thompson
ISBN	

Course Material	Book
Author	Torrington, D, Hall, L and Taylor, S
Publishing Year	2007
Title	Human Resource Management
Subtitle	
Edition	
Publisher	7th edition, Financial Times Prentice Hall
ISBN	

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.