

## Managing and Developing Talent

### Module Information

2022.01, Approved

#### Summary Information

Module Code	7505UNIHR
Formal Module Title	Managing and Developing Talent
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

#### Learning Methods

Learning Method Type	Hours
Online	33

#### Module Offering(s)

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

#### Aims and Outcomes

Aims	to critique management strategies, particularly organisational strategy dedicated to attracting, managing and retaining talent. To examine the barriers, challenges and opportunities available to HRM to maximise talent potential in the workforce. an on line component will be provided to deepen subject knowledge around case examples; students will be required to lead as well as contribute to others' questions raised from case examples on the discussion board and in class. Further, to use and critique digital HR systems like Oracle and Nexus in order to appreciate and develop digital HR knowledge and skills.
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**After completing the module the student should be able to:**

### Learning Outcomes

Code	Number	Description
MLO1	1	critique the role, purpose and harnessing of talent in an organisation
MLO2	2	construct talent management strategies that are rigorous and flexible
MLO3	3	implement a range of ways of keeping and deploying talent effectively across an organisation.
MLO4	4	use and develop a critical appreciation of the opportunities afforded by digital HRM systems.

### Module Content

Outline Syllabus	talent management strategies, job analysis and job design, recruiting for talent, retaining talent, diversity and inclusion, succession planning, retirement and talent exit, digital HR knowledge, practice and skills.
Module Overview	
Additional Information	The module explores what is talent, how to attract and keep a talented workforce. Students are exposed to a range of case examples and are expected to bring to the learning environment examples drawn from their own workplaces

### Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Essay	Essay 1	60	0	MLO1, MLO2
Essay	Essay 2	40	0	MLO3, MLO4

### Module Contacts

#### Module Leader

Contact Name	Applies to all offerings	Offerings
Jane Eme-Power	Yes	N/A

#### Partner Module Team

Contact Name	Applies to all offerings	Offerings
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