

Liverpool John Moores University

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Title: Leadership and Human Resources Management
Status: Definitive
Code: **7506MORMBA** (119280)
Version Start Date: 01-08-2012

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

Team	Leader
Lynn Hill	

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 20.00
Total Learning Hours: 150
Private Study: 130

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	12.000
Seminar	4.000
Workshop	4.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Assignment	Participants will be required to submit for assessment a written assignment of between 2,500 and 3,000 words (excluding appendices), critically examining the content and strength of their organization's culture and leadership. They should propose the desired leadership style and content of the culture of their organization on the level of organizational values and	100.0	

Category	Short Description	Description	Weighting (%)	Exam Duration
		norms of behaviour, compare it with the cultural content identified and assess the amount of cultural risk from the perspective of impact on organizational performance and implementation of corporate strategy.		

Aims

Through this module participants will be encouraged to develop skills and competencies which will not only help them to be more effective managers and leaders in the work place, but also help them to improve their individual learning skills

The module also enable the participants to develop an awareness of, and become familiar with, theories and practices of human resources management, especially in the context of strategic management and managing people in a competitive and increasingly turbulent business environment

Learning Outcomes

After completing the module the student should be able to:

- AS1 Critically analyse and demonstrate the flexible usage of the different leadership styles appropriate to the complex and ever changing business internal and external environment
- AS2 Demonstrate mastery in the building of the effective teams, individuals and self, to enhance performance, by planning and by identifying relevant learning activities and by reviewing development activities for him or herself and for other individuals
- AS3 Demonstrate the ability to allocate and evaluate the performance of the teams by providing effective leadership feedback to individuals and teams on their performance
- AS4 Understand the strategic role of HR function and explain the role of human resources in organizational performance and competitiveness
- AS5 Critically analyse the changing patterns in the management of people and distinguish the differences between Personnel Management, Human Resources Management and Strategic Human Resources Management
- AS6 Demonstrate the understanding of the HR practices and their relationship to organizational performance in implementing corporate strategy

Learning Outcomes of Assessments

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

Work – based	AS	AS	AS	AS	AS	AS
assessment	1	2	3	4	5	6

Outline Syllabus

- *Developing personal effectiveness (time management , stress management) and managing one's own learning*
- *Leadership styles and its impact on the organisational culture*
- *The concepts of Personnel Management and Human Resources Management (HRM). The Strategic Human Resources Management. The role of HRM in corporate strategy planning and implementation and aligning HRM with strategic goals*
- *Motivation theories and practices – leader ´s role in motivation, participation, involvement and empowerment.*

Learning Activities

a) Lectures and workshops

Key theoretical areas will be covered by lectures and workshops.

b) Work based activities

Theoretical knowledge and techniques developed through lectures and case studies will be applied to work situations

Range of Modes of Contact:

Lectures, group discussions, group/individual seminar activities, case studies

Range of other Learning Methods:

Independent learning

References

Course Material	Book
Author	Mintzberg,H. Quinn,J.B
Publishing Year	1991
Title	The Strategy Process Concepts, Contexts, Cases
Subtitle	
Edition	International Editions
Publisher	Prentice- Hall
ISBN	

Course Material	Book
Author	Wilson,D.C., Rosenfeld,R.H.
Publishing Year	1990
Title	Managing Organizations. Text, Readings and Cases
Subtitle	
Edition	
Publisher	McGraw-Hill International
ISBN	

Course Material	Book
Author	Pištělková,Z
Publishing Year	1994

Title	Řízení lidských zdrojů. 2. Část. Osobní management
Subtitle	
Edition	
Publisher	Brno 1995, pp.37.
ISBN	

Course Material	Book
Author	Birch,P
Publishing Year	2005
Title	Leadership. Využijte svůj potenciál naplno
Subtitle	
Edition	
Publisher	CP Books
ISBN	

Course Material	Book
Author	Adair,J
Publishing Year	2009
Title	Leadership-Učte se od velkých vůdců. Praha
Subtitle	
Edition	
Publisher	Computer Press
ISBN	

Course Material	Book
Author	ARMSTRONG, M
Publishing Year	1999
Title	Personální management. Praha
Subtitle	
Edition	
Publisher	Grada Publishing
ISBN	

Course Material	Book
Author	LEOPOLD, J., HARRIS, L., and WATSON, T. J.,
Publishing Year	2003
Title	The strategic managing of human resources
Subtitle	
Edition	
Publisher	FT Pitman Publishing
ISBN	

Course Material	Book
Author	McSHANE, S. L., Von GLINOW, M. A.
Publishing Year	2000
Title	Organizational Behavior

Subtitle	
Edition	
Publisher	McGraw-Hill
ISBN	

Notes

Assessment Categories

1. Essay includes case study, annotated bibliography.
2. Report includes practical, field report.
3. Presentation includes poster, performance, viva, seminar/group presentation.
4. Artefact includes drawings, physical models.
5. Practice includes OSCE, clinical assessments.
6. Technological task includes computer programmes.
7. Reflection includes journals, diaries, blogs.
8. Dissertation includes projects, theses.
9. Examination centrally supported exams
10. Portfolio includes practice or work based assessments.
11. Test includes in class tests, VLE-based quizzes