

Liverpool John Moores University

Title: HR: STRATEGY AND STRATEGIES
Status: Definitive
Code: **7507MNCPD** (111559)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: The Manchester College

Team	Leader
Charlotte Tommins	Y

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 24.00
Total Learning Hours: 150
Private Study: 126

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	24.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	3000 word on a strategic HR topic and a reflective learning account.	100.0	

Aims

To evaluate contemporary organisations approaches to the development and delivery of HR strategies and to critically reflect on the relationship between aspects of strategy.

Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate the relationship between business strategies and HR strategies.
- 2 Critically review theoretical views of HR strategy and strategies.
- 3 Critically reflect on the strategies of contemporary organisations and specific aspects of HR strategy.
- 4 Evaluate the role of HR and other key stakeholders in the development and delivery of HR strategies.

Learning Outcomes of Assessments

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

CW	1	2	3	4
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Outline Syllabus

Perspectives on the nature of business strategy and HR strategy.

Analysis of the contemporary roles of HR.

Development and delivery of contemporary HR strategies.

Relationship between aspects of HR strategy, HR and HRD.

Learning Activities

The learning activities are designed to facilitate the development of critically reflective practitioners able to undertake research into their own practice and thereby develop their knowledge and understanding of the subject area and their professional practice. The module is delivered by workshop, over a three day period. The emphasis during the workshop is on critiquing theory and its relevance to practice. The focus of this module is to enable practitioners to develop as independent learners and to develop their own research interest. This research interest will form the focus of the enquiry into practice and will inform the management research methods module and the dissertation.

References

Course Material	Book
Author	Bearwell, J and Claydon, T
Publishing Year	2007
Title	Human Resource Management
Subtitle	A Contemporary Approach
Edition	5th ed.
Publisher	Prentice Hall, London
ISBN	

Course Material	Book
Author	Boxhall, P

Publishing Year	2008
Title	Strategy & Human Resource Management
Subtitle	
Edition	2nd ed.
Publisher	Palgrave Macmillan, Basingstoke
ISBN	

Course Material	Book
Author	Holbech, L
Publishing Year	2001
Title	Aligning Human Resources and Business Strategy
Subtitle	
Edition	
Publisher	Butterworth-Heinemann, Oxford
ISBN	

Course Material	Book
Author	Johnson, G and Scholes, K
Publishing Year	2005
Title	Exploring Corporate Strategy
Subtitle	
Edition	
Publisher	Prentice Hall, Harlow
ISBN	

Course Material	Book
Author	Leopold, J et al
Publishing Year	2005
Title	The Strategic Managing of Human Resources
Subtitle	
Edition	
Publisher	Prentice Hall, Harlow
ISBN	

Course Material	Book
Author	Redman, T and Wilkinson, A
Publishing Year	2006
Title	Contemporary Human Resource Management
Subtitle	
Edition	2nd ed.
Publisher	Prentice Hall, Harlow
ISBN	

Course Material	Book
Author	Rigg, C, Stewart, J, and Trehan, K
Publishing Year	2007
Title	Critical Human Resource Development

Subtitle	Beyond Orthodoxy
Edition	
Publisher	FT Prentice Hall, Harlow
ISBN	

Course Material	Book
Author	A range of Academic and Professional Journals related to specific research areas.
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Notes

This module is only available as part of the MA in Strategic Human Resources. This Masters is a specialist top up degree and is designed to build upon prior knowledge, skills and experience within the HR subject area. The award is work based and the learning outcomes have to be applied in the workplace and included within the coursework.