

Summary Information

Module Code	7507YPCM
Formal Module Title	Human Resource Management
Owning School	Business and Management
Career	Postgraduate Taught
Credits	10
Academic level	FHEQ Level 7
Grading Schema	50

Teaching Responsibility

LJMU Schools involved in Delivery
LJMU Partner Taught

Partner Teaching Institution

Institution Name
YPC International College (Kolej Antarabangsa YPC)

Learning Methods

Learning Method Type	Hours
Lecture	11
Tutorial	11

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
SEP-PAR	PAR	September	12 Weeks

Aims and Outcomes

Aims	To critically appraise concepts and models of strategic HRM and to evaluate the contribution of HRM to the organisation To analyse practice and theory in human resource strategy with particular reference to labour market context, recruitment and selection, talent management, diversity, development, organisational learning, performance management, reward and other contemporary strategy areas To integrate HRM strategy with business strategy and to align HRM strategy horizontally showing awareness of professional body standards and best practice.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Critically analyse the relationship between HRM strategy and organisational effectiveness using a range of academic models to explore key themes
MLO2	2	Critically analyse organisational responses in HR planning, flexibility, recruitment and selection to changes in markets, technology and structure
MLO3	3	Critically evaluate and apply techniques for effective performance management and reward system in a diverse environment
MLO4	4	Critically appraise the role of HRD in developing and utilizing intellectual capital for competitive advantage.
MLO5	5	Critically assess strategic choices in the employment relationship (representation, diversity, ethics)

Module Content

Outline Syllabus	Organisational strategy and strategic HRM Talent retention Flexibility - managing uncertainty Strategic choices in recruitment Selection decisions and best practice in talent management Managing HRD and organisational learning Strategic integration of performance management Reward strategy Strategic responsibility of exit management Strategic choice in employment relationships Integrating equality and diversity in strategy International resourcing strategy Ethical choices in HR strategy - the role of the HR professional
Module Overview	
Additional Information	Topics covered in lectures are supported by additional tutorial blocks to focus on integration of HRM and encourage critical reflection. The additional tutorial blocks will provide a venue for formative feedback and a review of summative coursework

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	REPORT 2,500 words	100	0	MLO5, MLO1, MLO2, MLO3, MLO4

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Maureen Royce	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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