

Liverpool John Moores University

Title: STRATEGIC IMPLICATIONS OF HRM
Status: Definitive
Code: **7509PD** (103681)
Version Start Date: 01-08-2011

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

Team	Leader
Maureen Royce	Y

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 30.00
Total Learning Hours: 150
Private Study: 120

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	20.000
Workshop	10.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual written assignment	100.0	

Aims

To provide a conceptual framework for the critical appraisal of HRM theory and practice

To demonstrate how effective HRM derives from and contributes to corporate strategy

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise the strategic implications of managing people on different organisation and cultural contexts
- 2 Critically assess a strategic HRM issue and propose a strategic response to it
- 3 Evaluate the role of line managers in devising and implementing HRM strategy and practice
- 4 Demonstrate the benefits of strategic integration of HRM policies and practice with organisation strategy and culture
- 5 Understand and critically evaluate the importance of HRM in the competitive advantage of the company

Learning Outcomes of Assessments

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

Essay	1	2	3	4	5
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Outline Syllabus

Introduction to strategy
Introduction to Strategic HRM
Comparative models and strategic choices
Human Resource Planning and the Labour Market
Flexibility and managing uncertainty
Strategic Recruitment options
Strategic Selection options
Equality and diversity strategy
Human Resource Development and Organisational Learning
Performance Management strategy
Reward strategy
Internationalising HRM strategy
Ethical considerations and HRM strategy

Learning Activities

Lecture and interactive participation
Discussion of current management theories and issues
Case studies
Reflection on learning experiences

References

Course Material	Book
Author	Price, A.
Publishing Year	2004

Title	Human Resource Management in a Business Context
Subtitle	
Edition	2nd
Publisher	Thomson
ISBN	

Course Material	Book
Author	Harris, L., Brewster, C. and Sparrow, P.
Publishing Year	2004
Title	International HRM
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Beardwell and Claydon
Publishing Year	0
Title	Human Resource Management
Subtitle	
Edition	5th
Publisher	FT Prentice Hall
ISBN	

Notes

Lecture and interactive participation
 Discussion of current management theories and issues
 Case studies
 Reflection on learning experiences