Liverpool John Moores University

Title: HUMAN RESOURCE MANAGEMENT

Status: Definitive

Code: **75280STME** (112919)

Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School Teaching School/Faculty: Technical University of Ostrava

| Team | emplid | Leader |
|---------------|--------|--------|
| Maureen Royce | | Υ |

Academic Credit Total

Level: FHEQ7 Value: 15.00 Delivered 36.00

Hours:

Total Private

Learning 150 Study: 114

Hours:

Delivery Options

Course typically offered: Standard Year Long

| Component | Contact Hours |
|-----------|---------------|
| Seminar | 36.000 |

Grading Basis: 40 %

Assessment Details

| Category | Short Description | Description | Weighting (%) | Exam Duration |
|----------|----------------------|-------------------------------|---------------|------------------|
| Essay | AS1 | Coursework written assignment | 100.0 | |

Aims

To enable participants to develop a critical awareness of current knowledge and skills associated with Human Resource Management and appreciate its importance in the context of global opportunities and competition.

Learning Outcomes

After completing the module the student should be able to:

1 Critically appraise the contribution HR can make to meet and shape the needs of a

global organisation.

- 2 Evaluate and design effective systems that relate to the HR function.
- 3 Consider how HR Development can contribute to organisational goals.
- 4 Critically appraise the contribution line managers can make to the overall HR strategy and function.

Learning Outcomes of Assessments

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

essay 1 2 3 4

Outline Syllabus

Development of HRM in 90's; Strategic HRM and people planning; HRM policies and practice; Contribution of organisational culture to HRM; HR Development; Selecting and recruiting staff; Reward systems and motivation; Managing employee relations.

Learning Activities

Combination of workshop, mini lecturers and seminars.

References

| Course Material | Book |
|-----------------|---------------------------------------|
| Author | Kaňáková, Z, Bláha, J and Babicová, J |
| Publishing Year | 2000 |
| Title | Řízení lidských zdrojů |
| Subtitle | |
| Edition | |
| Publisher | Ostrava: J.A.Komenského |
| ISBN | 80-7048-20-3 |

| Course Material | Book |
|-----------------|---|
| Author | Bláha, J, Mateiciuc, A and Kaňáková, Z |
| Publishing Year | 2005 |
| Title | Personalistika pro malé a střední firmy |
| Subtitle | |
| Edition | |
| Publisher | 1. vyd. Brno: CP Books a.s., 284s |
| ISBN | 80-251-0374-9 |

| Course Material | Book |
|-----------------|---------------------|
| Author | Foot, M and Hook, C |
| Publishing Year | 2002 |

| Title | Pesonalistika. Přel. J. Bláha, Z. Kaňáková, A. Mateiciuc |
|-----------|--|
| Subtitle | (translate English book) |
| Edition | |
| Publisher | 1. vyd. Praha: Computer Press, 462 s |
| ISBN | 80–7226 515–3 |

Notes

The module is concerned with the application of theory, concepts and knowledge to promulgate effective HRM. The coursework is progressive, in that students are able to transfer their learning from the HRM assessment into concrete situations in their organisation. This module is designed to provide a background of current trends in HRM and demonstrate how HR concepts are transformed into HR strategies in the workplace. The emphasis of this module is on the application of knowledge and the development of skills.