

Liverpool John Moores University

Title: Managing People
Status: Definitive
Code: **7532OSTENG** (120498)
Version Start Date: 01-08-2017

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Technical University of Ostrava

Team	Leader
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Academic Level: FHEQ7
Credit Value: 20
Total Delivered Hours: 45
Total Learning Hours: 200
Private Study: 155

Delivery Options

Course typically offered: Non Standard Year Long

Component	Contact Hours
Seminar	45

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	Assignment	2,000 words	40	
Practice	Interview	simulated interview with professional practitioner	60	1

Aims

Participants develop and update their knowledge in the area of HRM and leadership.

Participants understand the importance of HRM and the role of leaders within the company like strategic advantage in the world of opportunities and competition.

Participants develop transferable managerial competencies and personal skills.

Participants are encouraged so as to use their theoretical knowledge and examples form practical people management into the workplace practically.

Participants necessity of their continual professional and personal development so as to manage HR well.

Learning Outcomes

After completing the module the student should be able to:

- 1 Devise and modify HR strategy to meet and shape organisational needs.
- 2 Make good use of their knowledge in HRM and skills in implementing HR strategy and policy, covering managerial skills
- 3 Understand the strategic role of HR and leaders and their added value to the business,
- 4 Synthesise leadership and performance management theory to enhance individual and organisational performance
- 5 Understand the principles of individual access to people within the company, open and effective communication, main ways, tools and methods of leading and developing people.

Learning Outcomes of Assessments

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

Written Assisgnment	1	2	3	4	5
Practical Interview	2	4	5		

Outline Syllabus

Historical development of HRM.

Strategic Management of People, HRM policy, organizational development and HRM.

Management and Leadership distinguished, leader like company values and company culture holder.

Role of psychology in HRM (personnel typology, types of behaviour, managing and dealing with conflicts etc.).

HR processes (manpower planning, staffing, T&D, C&B, performance management, MBO, BSC etc.).

Company culture and communication, managing employee relations.

Leadership development (how to recognize the real leader, supporting leaders, leading through followers and teams, mentoring, coaching etc.).

Learning Activities

Seminars linked to the practice and are concentrated on discussion of current business and management theories versus case studies analysis, facilitated group discussion and group problems solution, application of theory to practice – examples from real HRM life. Students will also improve familiarity with the English business terminology within relevant area.

Notes

This module is concentrated on understanding how conscious HR management and real leaders contribute to business success and company development and growing. It also demonstrates how HR concepts are transformed into HR strategy in workplaces and students are able to transfer their learning from the HRM and leadership into concrete situation and daily life in their companies.