

Managing Human Resourcing Strategy

Module Information

2022.01, Approved

Summary Information

Module Code	7609DHOMGT
Formal Module Title	Managing Human Resourcing Strategy
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
Dhofar University

Learning Methods

Learning Method Type	Hours
Workshop	20

Module Offering(s)

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

SEP_NS-PAR	PAR	September (Non-standard start date)	12 Weeks
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Aims and Outcomes

Aims	To provide a conceptual framework for effective employee resourcing in an international context and demonstrate the contribution of employee resourcing to effective and ethical business practice.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Critically appraise recruitment methods with a particular focus on psychological tests and assessment centres.
MLO2	2	Make a business case for competency and diversity based employee resourcing policy and practice.
MLO3	3	Assess the impact of local and global labour markets on resourcing strategy in contemporary organisations.
MLO4	4	Evaluate how the strategic integration of employee resourcing policy and practice with other areas of HRM impacts positively on organisational effectiveness.

Module Content

Outline Syllabus	Employee resourcing in a HRM and organisational context. Human resource planning and job design. Selection methods and their predictive validity. Psychological testing and assessment centres. The business case for competency based and diversity based approaches to resourcing. Evaluating employee resourcing strategy and practice.
Module Overview	
Additional Information	The module provides a conceptual framework for effective employee resourcing. Formative feedback is advanced through workshop participation and the analysis of case studies and scenarios.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Essay	Individual 3,500 words	100	0	MLO1, MLO2, MLO3, MLO4

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Helen Collins	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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